

2022

Non-financial information
statement of ITURRI, S.A.
and Subsidiaries



75 años
1947-2022



ITURRI
Your safety matters

2022

**Non-financial information
statement of Iturri, S.A.
and subsidiaries**

Index

1	ABOUT THIS NON-FINANCIAL INFORMATION STATEMENT	06
2	ITURRI - ABOUT US	
	2.1 Introduction	11
	2.2 Organizational structure	17
	2.3 Our business	24
	2.4 Liability	28
	2.5 Stakeholders	31
3	STRATEGY AND RISK MANAGEMENT	
	3.1 Commitment to sustainability	39
	3.2 Corporate strategy	40
	3.3 Risk identification and management	50
4	MATERIALITY ANALYSIS	58
5	ENVIRONMENTAL TOPICS	
	5.1 Environmental management	63
	5.2 Contamination	67
	5.3 Circular economy, waste prevention and management	68
	5.4 Sustainable use of resources	78
	5.5 Climate change	83
	5.6 European regulation on sustainable investments	90

6	SOCIAL AND PERSONNEL MATTERS	
	6.1 Staffing structure	93
	6.2 Compensation policy	100
	6.3 Conciliation and work organization	102
	6.4 Occupational health and safety	105
	6.5 Training and professional development	116
	6.6 Equality and diversity	124
7	RESPECT FOR HUMAN RIGHTS	130
8	FIGHT AGAINST CORRUPTION AND BRIBERY	143
9	COMMITMENT TO SOCIETY	
	9.1 Sustainable development	149
	9.2 Outsourcing and suppliers	161
	9.3 Consumers	165
	9.4 Tax Information	168
10	TABLE OF CONTENTS	172



1

ABOUT THIS NON-FINANCIAL INFORMATION STATEMENT



1. ABOUT THIS NON-FINANCIAL INFORMATION STATEMENT

This document corresponds to the **consolidated Non-Financial Information Statement** (hereinafter referred to as NFIS), which is part of ITURRI's Consolidated Management Report.

It contains the data for the year ended on December 31, 2022 of the **ITURRI Group** (hereinafter ITURRI), and has been prepared based on compliance with the requirements established by **Law 11/2018 of December 28, 2018, on non-financial information and diversity**, providing information on **environmental, social, economic, personnel-related, human rights and community issues** that are relevant to the organization in the development of its activity, and considering and adopting the guidelines and requirements contemplated in the **Global Reporting Initiative (GRI)** standards, establishing its content based on the following key concepts:

- Impact
- Material issues
- Due diligence
- Stakeholder engagement

In the same way, the GRI principles have been taken into account for the information contemplated in the NFIS:

- Balance
- Comparability
- Accuracy
- Punctuality
- Clarity
- Completeness
- Sustainability context
- Verifiability

The NFIS for the year **2022** includes information relating to the **subsidiaries of ITURRI S.A.** (parent company) listed below:

Protec Fire, S.A.
Textulan, S.A.
Safety First, S.A.
Iturri Special Employment Center, S.A.
Inversiones Albuquerque, S.L.
Iturri, S.A. Chile
Iturri Grupo Industrial, S.A. Argentina
Iturri Marroc, S.A. R.L.
Iturri Portugal Industria e Segurança, S.A.
Iturri Ltd.
Iturri GMBH

P4S Partner for Safety
Tulantex, S.A. R.L.
Iturri Coimpar Industria e Comércio de EPIS Ltd.
Iturri Panama
Iturri France
Iturri Poland SP z.o.o.
Total Care S.L.
Iturri Colombia
Guadamar Golf, S.A.
Iturri Feuerwehr-und Umwelttechnik GmbH
Iturri S.A. Branch Ecuador
Iturri Real Estate S.L
Iturri Emergencies Solutions S.L
Iturri Medical S.L
Rodríguez López Auto S.L.
Emergalia S.L.U
Partner 4 Safety S.L.

The scope of the NFIS includes the **ITURRI companies** listed below, these being the most representative of the organization’s activity:

Iturri S.A. (Spain)
Protec Fire, S.A. (Spain)
Textulan, S.A. (Spain)
Iturri Centro Especial de Empleo, S.A. (Spain)
Tulantex, S.A. R.L. (Morocco)
Iturri Coimpar Indústria e Comércio de EPIS Ltd. (Brazil)
Iturri Poland SP z.o.o (Poland)
Iturri Feuerwehr-und Umwelttechnik GmbH (Germany)

When reporting the different indicators related to social, personnel, environmental and fiscal aspects, such as data concerning the distribution to the workforce, contract modalities, number of dismissals, wage gap, average remunerations, data on occupational accidents and health and safety, water, energy, gas, gasoline and diesel consumption, an extended scope has been contemplated to all ITURRI companies in order to comply with the criteria established in Law 11/2018.

Regarding the companies Rodríguez López Auto S.L. and Emergalia S.L.U., acquired in mid-2022, only their indicators have been considered for the sum of data in the total number of ITURRI workers, concerning the distribution to the workforce and the types of contract.

In order to facilitate comparability and understanding by stakeholders of this fifth Consolidated of Non-Financial Information Statement prepared and presented by ITURRI, a similar index and structure presented in the two previous reports has been maintained.

The NFIS follows an annual publication cycle, constituting a solid and periodic transparency exercise by ITURRI towards its stakeholders.

For any doubts or questions regarding the NFIS and its respective contents, an email can be sent to the following address: info@iturri.com.



Juan Francisco Iturri

2

ITURRI WHO WE ARE



ITURRI Group
oficina central en Sevilla

2.1 Introduction

ITURRI is a multi-sector, multi-solution and multi-country industrial group, leader in the manufacture and distribution of individual and collective protection products and in the distribution of maintenance products, which focuses on protecting people and their environment with innovative, efficient and sustainable solutions to contribute to a safer world.

ITURRI has distribution centers in Spain, France, England, Germany, Poland, Portugal, Morocco, Brazil, Argentina, Colombia, Chile and Ecuador. Distributed throughout the different countries mentioned above, the organization has factories for safety, military and work clothing and uniforms, gloves, safety footwear, vehicles and fire-fighting equipment, as well as special emergency, tactical, logistical vehicles and ambulances, facilities for customer service and cable and hose workshops.

The organization's headquarter is located in Seville (Spain), represented by ITURRI S.A., which is the parent company.

**ITURRI WORKS EVERY DAY TO
BE A LEADER IN SERVICES AND
SOLUTIONS FOR PROTECTION,
SAFETY AND ERGONOMICS,
UNDERSTANDING THAT
CUSTOMER SATISFACTION WILL
BE GREATER THE BETTER THE
ABILITY TO SOLVE THEIR NEEDS.**



MILESTONES 2022

ITURRI is proud of the milestones achieved during 2022, and the path of continuous improvement. The following milestones are highlighted below:

Investments

During this period, several investments have been made and planned:

- ITURRI, as part of its strategic plan, continues to invest in R+D+i. During 2022, different **R+D+i projects** have been launched and executed, such as: an AI+IoT system for intelligent fire-fighting vehicles “Fire engine smart maintenance”, another one called “new advanced safety concepts in firefighting vehicles for emergencies related to climate change”, and the project called “integral solution for sustainable mobility in airports and eco-designed vehicle for emission reductions”.
- ITURRI has established a **strategic alliance with the company Rodríguez López Auto S.L.(RLA) and its subsidiary Emergalia S.L.U.**, by acquiring the majority of its shares. With this agreement, ITURRI strengthens its presence in the Spanish Health, expanding its offer with the experience of RLA in the manufacture of ambulances. Both companies will continue to work together to bring innovative and sustainable value in safety and health to society, focusing on end users, health professionals and patients.
- Investments in the development of the North American market to explore our entry into the U.S. market as experts in forest emergency response.

Compliance and code of ethics

ITURRI, in the year 2022, has proceeded to the **development and approval of a new Code of Ethics**, which reflects ITURRI’s commitment to compliance with current legislation, required both for employees and for all those with whom ITURRI maintains commercial or professional relationships, **creating a Compliance Committee**, composed of five people, which ensures compliance with the approved and revised rules.

This Code of Ethics is applicable to the company ITURRI, S.A. and the companies that make up its industrial group. The Code of Ethics includes, among others, the mission, vision and values of ITURRI, with the aim of establishing a culture of compliance aligned with the highest standards of ethical and transparent behavior.

75th anniversary event

ITURRI celebrated its 75th anniversary with great enthusiasm, highlighting the spirit of companionship and multiculturalism that defines us. During this special event, colleagues and friends gathered at various events throughout the world: Europe, South America and North Africa. It was a unique opportunity to celebrate their achievements and strengthen the ties between their international teams. ITURRI is very proud of their history and excited about the future they will build together.

This large and important 75th anniversary celebration has been held throughout Europe, Morocco and Brazil.

- **Seville:** A gala dinner and a macro team-building with a closing party were enjoyed in a soccer stadium! A group of rockers formed by ITURRI colleagues closed the event with a great show. All the people from Spain and other European countries gathered together... A wonderful experience!

- **Germany:** The German team enjoyed a family day in Wilnsdorf, where they spent time together and enjoyed a day of leisure and games.
- **Poland:** With more than 200 colleagues, we shared a family day where the little ones visited ITURRI’s facilities. A memorable day!
- **Brazil:** The Brazilian was able to enjoy a barbecue full of rhythm and laughter with his colleagues. The party was also attended by colleagues from other Latin American countries such as Chile, Argentina and Colombia.
- **Marocco:** The Moroccans, on the other hand, celebrated this day on the beach by enjoying a teambuilding and a Picnic to the rhythm of a DJ. Quite an experience!



Leap to sustainability

ITURRI began a process of integrating the **17 Sustainable Development Goals (SDGs)**, set by the United Nations in the 2015 Paris Pact proclamation, into its sustainability policy.

In order to carry out this process, the Quality, Sustainability and Continuous Improvement department has prepared the **ITURRI 2030** document, which includes the strategies through which the company intends to align its sustainability strategy with the Sustainable Development Goals.

Through the study of the 17 goals and 169 targets contemplated in the SDGs, ITURRI has determined that the scope of action has an impact on:



- **SDG 5** (Gender equality)
- **SDG 8** (Decent work and economic growth)
- **SDG 12** (Responsible production and consumption)
- **SDG 13** (Climate Action)
- **SDG 17** (Partnerships for the Goals)

As part of its commitment to sustainability, during this 2022, ITURRI has continued to carry out a series of actions within the scope of sustainability:

- **Scope 3 of the carbon footprint.** During 2022, and based on the significance analysis obtained during 2021, the **carbon footprint of the entire company has been obtained, both nationally and internationally.** Each factory, each logistics area, commercial delegations, client activities, in each of the countries in which ITURRI has a work team, has been taken into account. This extensive work, which has involved the entire company, has made it possible to know in a verified way where the greatest impact of the company’s activity is, serving as a first lever to develop improvement plans for immediate reduction, focusing on what is important: improvement of materials, transport of goods and mobility of employees. The registration of the verified footprint in Industry is being carried out during 2023. Determining the scope 3 of the footprint is a very important step for ITURRI, given the difficulty of the exercise.

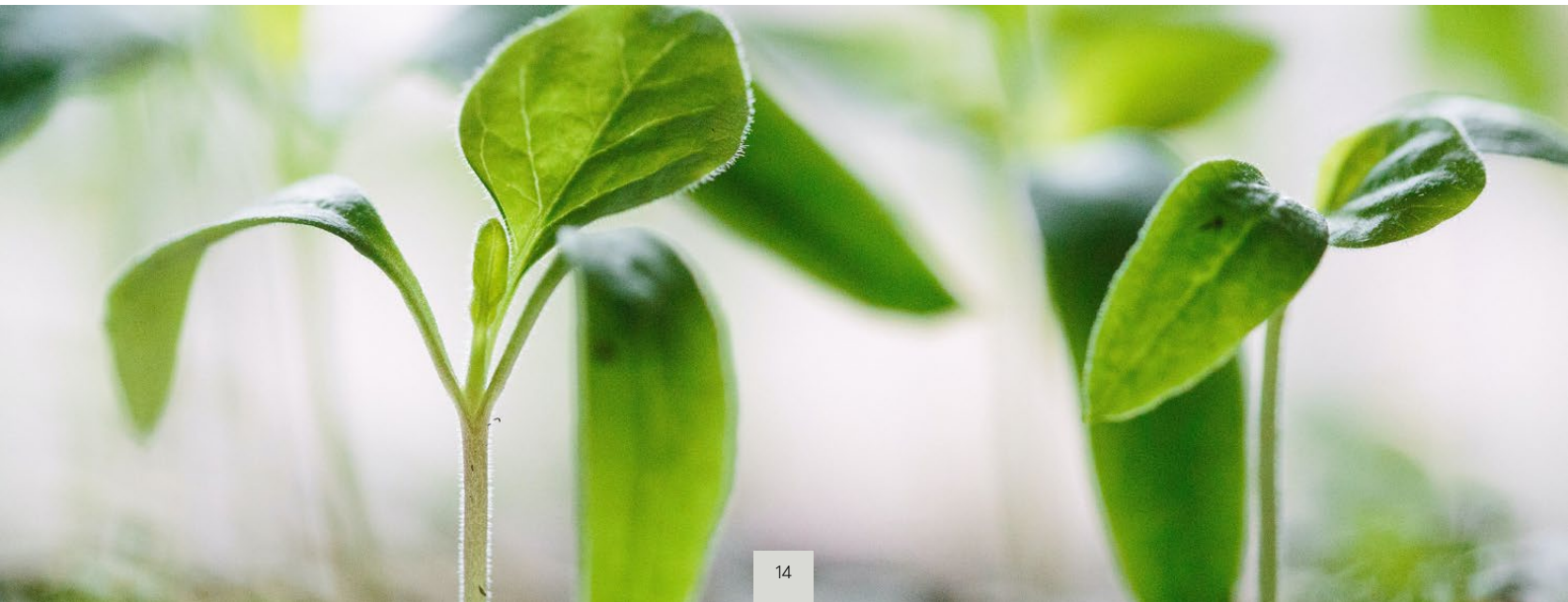
According to a study, in the fiscal year 2020, only about 20% of organizations disclosed their Scope 3¹ emissions. And based on the United Nations Global Compact information, Scope 3 emissions represent 70% of the total emissions of the average corporate value chain.



- ITURRI continues to work every year to achieve the **“Calculo, Reduzco y Compenso” (Calculate, Reduce and Compensate) seal for part of our facilities with scope 2.** In 2022, we have once again achieved the reduction of the footprint with scope 2 and carried out compensation. This year, the **Iruelas Project** has been selected for such compensation. It consists of the **restoration of burned areas through the creation of forest carbon sinks.**
- **The Voice of the Client:** a priority objective that has continued in 2022, has been **the global listening to ITURRI’s clients in terms of Sustainability.** As part of the value chain and supply chain of our customers, priority has been given to listening to what they need from ITURRI to improve their own impact, to align needs, doubts, lines of collaboration, joint projects.
- **Strategic Alliances.** Taking into account the challenges posed by climate change, with its current and future impacts, the search for solutions, changes in habits, ways of understanding the way of doing things, it is very important to collaborate, share strength, knowledge and costs to jointly advance towards a more sustainable production and face the new legislation. Therefore, **for ITURRI, SDG 17 (Partnerships for the goals) is one of the five SDGs in which it has the greatest impact.** Thus, we continue to collaborate with different entities and customers, as a result of the Customer Voice project and Circular Economy Programs. We have also established different collaboration alliances with companies, laboratories, training entities, etc.

- **The enhancement of the Circular Economy,** which we highlighted in 2021, **continues to play a very important role in the objectives of each area during 2022. Each Business Unit, with its particular characteristics, has worked on lines of recovery and reuse of raw materials and awareness of the improvement of the Life Cycle in products and in our activities.** During 2021 the focus was placed on how to rethink our processes, the use of certain raw materials, the waste we generate where it can be reused again. This has given rise to a series of projects that have continued during 2022 and have allowed the recovery of raw materials, second life of products and the possibility of selecting products considering their Life Cycle.
- **Communication and training.** Many concepts regarding Sustainability are new to a large part of the population, including certain roles within ITURRI. Training serves to raise awareness and be a driving force for change. For this reason, ITURRI has established this priority with different training programs for the management team and the entire staff, given by external and internal personnel.

AMONG THE DIFFERENT TRAININGS THAT HAVE BEEN GIVEN, IT IS IMPORTANT TO HIGHLIGHT THOSE RELATED TO THE TOPICS OF CIRCULAR ECONOMY AND SUSTAINABILITY WITHIN THE TEXTILE SECTOR.



1 Article with more information from the Bloomberg study, updated in April 2023, [here](#).

Innovation in occupational safety and health

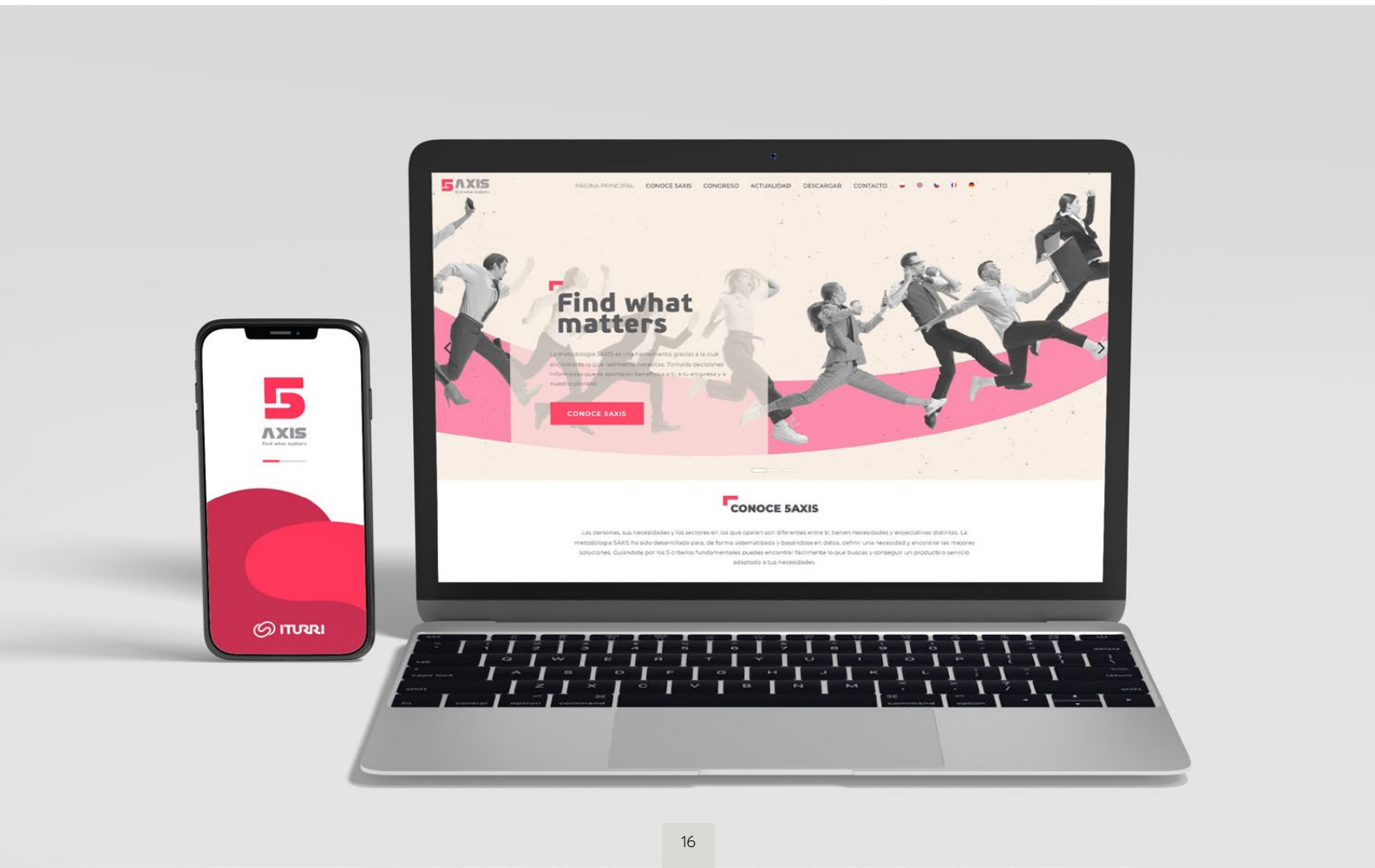
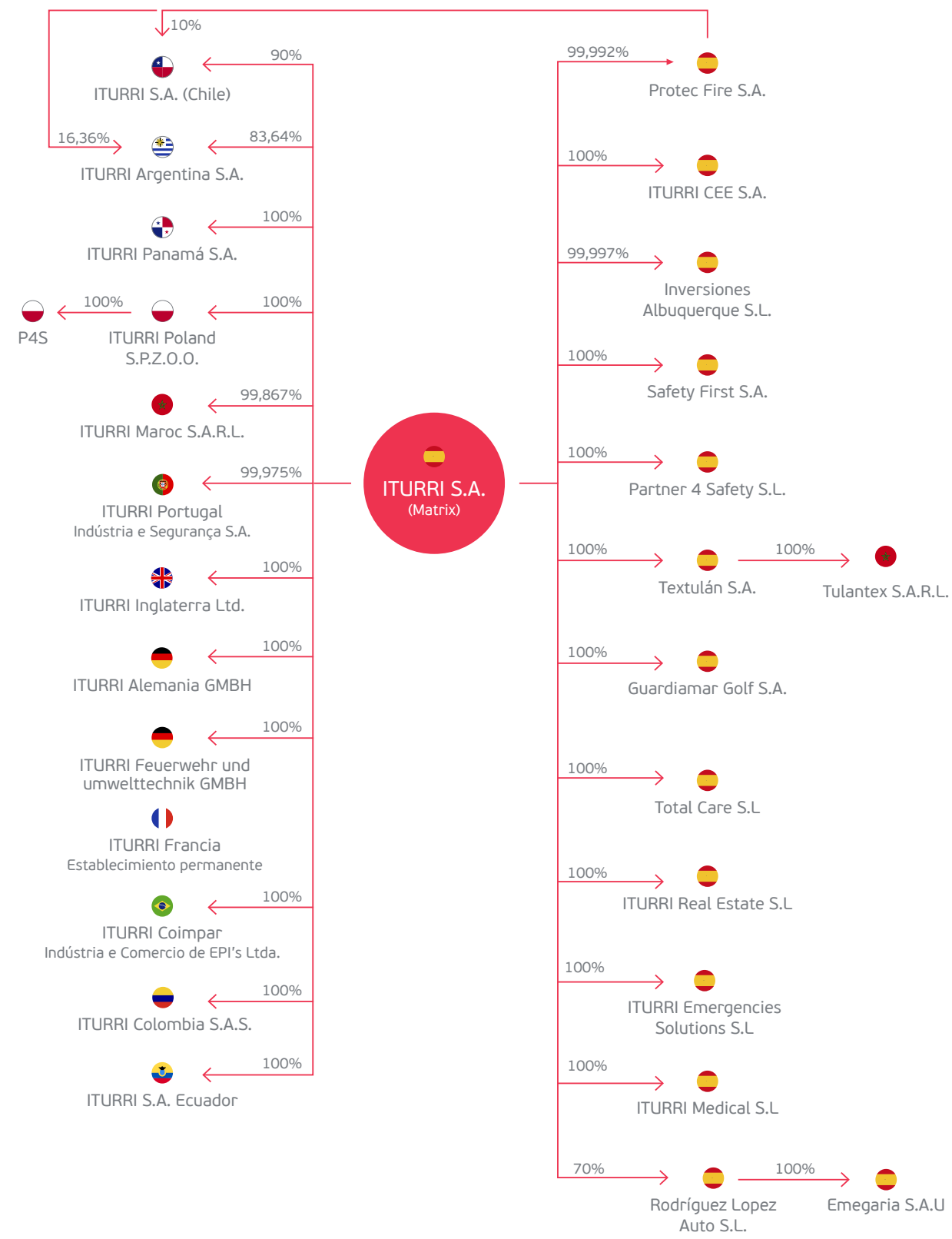
- ITURRI, from its Emergency Vehicles Division, is carrying out an in-depth analysis of the protection needs of the professionals who drive its vehicles. Various innovative solutions are being reviewed jointly with the clients. ITURRI's fire-fighting vehicles are designed to provide the greatest coverage in the event of a fire in any environment, however, as part of its protection values, 2022 has been a year focused on innovation to protect people. The firefighters who protect us must also be protected.
- **5 AXES Project (5AXIS):** initially, the "4 AXES" project was aimed at helping customers define the best PPE they might need, taking into account "functionality, comfort, durability and

product image". In addition to these elements, the "sustainability" axis has been added, and the project has been renamed "5 AXES". The fifth axis gives importance to the necessary trend of changing the traditional approach and putting the focus on sustainability. The project platform shares ITURRI's approach and exchanges news, best practices, and creates a place to share commercial actions.

The main target sectors to focus the communication and work are the pharmaceutical industry, the chemical industry, department stores, logistics, public transport and the automotive industry.

2.2 ORGANIZATIONAL STRUCTURE

Legal organization chart



Functional organization chart 2022

Corporate Services	Corporate Overheads	
	Finance & Controlling	
	IT	
	People & Culture	
	Personnel	
	EHS & Quality	
	General Services and Facilities	
	Laboratory	
	Marketing	
	ITURRI Foward	
Sites	Commercial Sites	
	Housing Sites	
	Real Estate Sites	
Technical Dept		
	Protection Tech Dept	
	Oil&Gas Tech Dept	
Sales	INDUSTRY BU	
	Industry BU Corporate	
	Industry BU France	
	Industry BU UK	
	Industry BU Portugal	
	Industry BU Germany	
	Industry BU Poland	
	Industry BU Rest of Europe	
	Industry BU E-Commerce	
	Industry BU Central Mngmnt	
	Industry BU PS4	
	INDUSTRY BU SPAIN	Industry BU Northern Spain
		Industry BU Valladolid
		Industry BU Galicia
		Industry BU Bilbao
		Industry BU Asturias
		Industry BU Central Spain
		Industry BU Madrid
		Industry BU Eastern Spain
		Industry BU Cartagena
		Industry BU Valencia
		Industry BU Puertollano
		Industry BU Northeastern Spain
		Industry BU Cataluña
		Industry BU Southern Spain
		Industry BU Algeciras
		Industry BU Canary Island
		Industry BU Sevilla

Sales

EMERGENCY BU	
	Emergency BU Spain
	Emergency BU France
	Emergency BU Portugal
	Emergency BU Brazil
	Emergency BU UK
	Emergency BU RoW
	Emergency BU LATAM
	Emergency BU Chile
	Emergency BU Germany
	Emergency BU China
	Emergency BU Corporate
	Emergency BU North América
	Emergency BU Asia-Pacífico
DEFENCE BU	
	Defence BU Spain
	Defence BU France
	Defence BU Portugal
	Defence BU UK
	Defence BU RoW
	Defence BU Germany
	Defence BU Brazil
	Defence BU Italy
	Defence BU ITURRI Military
	Defence BU Corporate
HEALTHCARE BU	
	Healthcare BU Spain
	Healthcare BU Corporate
PROTECCIÓN COLECTIVA BU	
	Protecc. Colectiva BU Marocco
	Protecc. Colectiva BU Argentina
	Protecc. Colectiva BU Brazil
	Protecc. Colectiva BU RoW
	Protecc. Colectiva BU RRUU
	Protecc. Colectiva BU Pesca C&H
	Protecc. Colectiva BU France
	Protecc. Colectiva BU Corporate
	Protecc. Colectiva BU Iberia
BRASIL	
	Industria BU Sao Paulo
	Industria BU Minas Gerais
	Industria BU Espiritu Santo
	Industria BU Bahía
	Industria BU Río de Janeiro
CORPORATE SALES	
	Corporate Sales
INTERCOMPANY SALES	
	Intercompany Sales

Business operations

Emergency BO Bid Mngmt
Defence BO Bid Mngmt
Healthcare BO Bid Mngmt
Collective Protec BO Bid Mngmt
Industry BO Order Allocation
Industry BO Bid Mngmt
E-Commerce BO
Industry BO Brazil Bid Mngmt
Industria P4S

Business operations
project management

Defence BO Project Management
Emergency BO Project Management
Industry BO Project Management
Collective Protec BO Project Management
Healthcare BO Project Management

Product development

Defence Product Development
Emergency Product Development
Industry Product Development
Collective Protec Product Development
Healthcare Product Development

Logistics

Transportation
Distribution Warehouse

Service lines

MANAGED SERVICES
Mgd Svcs Delivery
Mgd Svcs Ovhd, Sourcing
Mgd Svcs Fire Detectors Delivery
Mairena Mgd Svcs Site

OIL&GAS
O&G Svcs Delivery
O&G Svcs Assets
O&G Svcs Ovhd, Sourcing

MAINTENANCE SERVICES
Maint. Svcs Delivery
Maint. Svcs Ovhd, Sourcing
Maint. Svcs Alcalá Site

EP&C
EP&C Svcs Delivery
EP&C Tech Office
EP&C Svcs Ovhd, Sourcing

MAINTENANCE FIRE PROTECTION
Maint. Fire Protection Delivery
Maint. Fire Protect. Ovhd, Sourcing

SLL SERVICES
SLL Svcs Delivery
SLL Svcs Ovhd, Sourcing

Supply chain

PROTECTION SUPPLY CHAIN
Protection SC Plant
Protection SC Sourcing
Protection SC Ovhd

FOOTWEAR SUPPLY CHAIN
Footwear Tech Office
Footwear SC Plant
Footwear SC Workshop
Footwear SC Ovhd
Footwear SC Sourcing
Footwear SC Product Mngmt
Footwear SC Production Mngmt
Footwear SC Quality
La Palma Site

VEHICLES SUPPLY CHAIN
Vehicles Tech Office
Vehicles SC Plant
Vehicles SC Ovhd
Vehicles SC Sourcing
Vehicles SC Quality
Vehicles SC Project Mngmt
Utrera Plant Site

GARMENTS SUPPLY CHAIN
Garments Tech Office
Garments SC Plant
Garments Workshop
Garments SC Ovhd
Garments SC Production Mngmt
Garments SC Sourcing
Garments SC Quality
Garments SC Project Mngmt
Mairena Site

CABLE & HOSES SUPPLY CHAIN
Cables&Hoses Plant
Cables&Hoses Ovhd
Cables&Hoses Sourcing
Utrera C&H Site








ITURRI’s **organizational structure** can be summarized in the following six major groups:

Business Units

These are the commercial areas with affinity to customer sectors that include sales and *commercial administration/business operations*, which have dual reporting to business units and operations. These business units are responsible for the commercial management of accounts and opportunities, sales and the income statement of each unit.

The five units are as follows:

-  UN Individual protection Industry
-  UN Emergencies
-  UN Defense and law enforcement
-  UN Collective protection Industry
-  UN Medical

In relation to UN Medical, previously known as UN Health, it has undergone a profound transformation in the last two years, continuing with the objective that ITURRI continues to be a pioneer in protection products and services. Comfort, simplification, savings, waste reduction, among other advantages, are presented in order to offer the best products to professionals who wish to offer the best possible medical attention to thousands of people. **In the light of medical challenges, which are global, ITURRI offers health security.**

Operations Department

It includes central purchasing, central logistics and warehousing, as well as Business Operations.

Technical Department

It is presided over by a technical review sub-department that has an impact on four main sections, namely: **Clothing, Footwear, Vehicles and Protection**. The Footwear and Protection sections are made up of ITURRI employees; the Clothing section is made up of Textulán employees; and finally, the Vehicles section is made up of Protec Fire employees.

Supply Chain and Services Division

They are responsible for production, quality, deadlines and service levels, and are organized into:

- Technical or engineering office, responsible for product design
- Operations, who prepare manufacturing quotations and track orders, purchasing, logistics and warehousing.
- Factories
- Quality/Sustainability, including Health and Safety, Environment, Corporate Social Responsibility

Corporate Services

These include corporate support services for ITURRI as a whole, which are transversal services such as

General Management, Organization and Systems, Finance, People & Culture, Labor Relations, Marketing, Quality and Sustainability, and General Services.

Service Lines

- **Iturri Maintenance Service.** In the case of Vehicles, there is an after-sales service department that manages the repair workshops for fire-fighting vehicles, auto-escalators, refueling stations, etc., and on-site technicians at the installations of large clients. The ITURRI Maintenance Service is incorporated within the Emergency Unit.
- **Renting.** This division includes garment management (washing and repair), maintenance of gas detectors and maintenance of hospital equipment, among others. It has a similar organization based in operations and delivery, with a customer service team, both call-center and face-to-face. The Renting division reports to the management of the Personal Protection Industry Business Unit.

In the area of gas detectors, ITURRI has a team of people certified by the main manufacturers, to provide the maintenance and repair service that clients may need, both in its installations and in the different laboratories spread throughout the Peninsula. Among the different service modalities offered, there is the supply of product and its technical service, maintenance of equipment owned by the client, as well as leasing contracts, which include full maintenance coverage.



2.3 Our business

ITURRI's activity is focused on the distribution and marketing of safety and emergency products, both those manufactured by its subsidiaries and by other production companies.

In addition to distribution, the company also manufactures safety and military footwear and uniforms at its plant in La Palma del Condado (Huelva), vehicles at Protect Fire (Utrera), ambulances at Rodríguez López Auto S.L. (Orense), ITURRI Feuerwehr-und umwelttechnik GmbH (Germany) and ITURRI Coimpar Industria e Comércio de EPIS Ltd. (Sao Paulo - Brazil), clothing at Textulán (Mairena del Alcor) and Tulantex (Tangiers) and harnesses for work at heights in Poland.

It also purchases the material and equipment necessary for the installation of protection systems for work at heights or fire protection systems in industrial sectors (lifelines, pipelines, fire pumps).

The organization purchases products nationally and internationally, including both raw materials to incorporate into its products (fabrics, leathers, among others) and finished products to market and distribute (safety and protection equipment, gloves, footwear, clothing, cables, hoses, among others).

ITURRI has several warehouses that allow it to keep finished products for immediate availability to the customer, as well as after-sales auxiliary workshops for the termination of cables, the repair of conveyor belts, the fitting of hoses and others, which allow it to guarantee a better service to the customer.

In terms of multi-sector strategy, ITURRI is committed to specialization and offers value-added solutions for the continuous improvement of products and services. The organization's focus is on helping customers in the field of security and protection of people, processes, goods and the environment.

ITURRI's commitment is to manufacture technical clothing, military footwear, emergency vehicles and refueling, with criteria of sustainability in production processes and products, with a high technical and innovative component and integrated service of equipment and solutions seeking the benefit for the customer.

**THANKS TO THE EXTENSIVE
EXPERIENCE WITH CUSTOMERS AND
THE ORGANIZATION'S INTEREST
IN PROVIDING SOLUTIONS TO NEW
NEEDS, ITURRI ORGANIZES ITS
COMMERCIAL STRUCTURE INTO THE
FIVE BUSINESS UNITS
MENTIONED ABOVE.**

In this way, the activities developed by ITURRI are grouped into the following categories:

Clothing: the technical team is a specialist in each type of industry and this means a greater knowledge of the fabrics appropriate to the risk or image, the current regulations and the corresponding design. In addition, we innovate in all types of solutions together with ITURRI's first class partners.

Footwear: ITURRI is a leader in the manufacture of military footwear. Technology, tradition in stitching and expert hands result in a product of the highest quality.

Vehicles: specialists in the design and manufacture of state-of-the-art vehicles adapted to the needs of each client: emergency, military, industrial plants and health agents. ITURRI has four factories with a production capacity of 500 vehicles per year, and its own test tracks.

The vehicles achieve performance levels higher than those required by international standards UNE, ISO9001, AQAP, ICAO, NFPA, CAP168.

Regarding ambulances, **ITURRI and the company Rodriguez Lopez Auto (RLA) have closed an alliance in 2022²**, as indicated above. In this sense, RLA has a **great knowledge and a lot of experience in the manufacture of ambulances, besides being a pioneer in this sector³**. This alliance helps both players to continue innovating and growing in a sustainable way.



² More information in Chapter 9 Commitment to Society.

³ In 2023, at the leading international trade fair for rescue and mobility, RLA has been one of the pioneers in bringing ADAS Systems. More information [here](#).

PPE and Collective: ITURRI offers products adapted to each country and each sector with real globalization capacity, the same solution for the same risk in each client's installation.

Fire fighting solutions in industrial plants: the ITURRI Group, motivated by its experience and tradition in fire fighting installations and equipment, has developed its own unique solutions that can be applied to different environments.

Fire protection systems: global solutions for the petrochemical industry, high-risk industry and industrial power plants.

Firefighting equipment: extinguishing agents and equipment, extinguishers and complements (cabinets, loading machines, etc.), hoses, fittings and bifurcations, lances, monitors, hydrants, foam equipment, motor pump and high pressure equipment, tanks, etc.

Industrial maintenance: MRO (maintenance-repair-operations), integral management of warehouses (within the client's facilities or from ITURRI's), sole supplier integrator of all indirect material (hydraulics and pneumatics, filtration, industrial hygiene), supply of cables and custom-made hose fittings (Dunlop and IVG).



Protection of the forest environment: the ITURRI Group is one of the main suppliers of the Forestry Services of the Autonomous Communities and of the Ministry of the Environment and Rural and Marine Affairs.

Anti-pollution equipment: ITURRI's anti-pollution equipment service contemplates the entire circuit, from the spill, containment, collection and storage to the actual management of the waste, for which a turnkey project is drawn up.

ITURRI also offers the following services:

- Contingency and action plans
- Demonstrations and simulations
- Water treatment solutions
- Solutions for noise pollution

Markets coverage

ITURRI is an international group with activities in different countries. Currently, the following geographical regions stand out: Europe, Latin America, North Africa and the Middle East.

Organization size

In fiscal year 2022, it should be noted:



Nearly 1,700 employees.



More than 325 million euros in sales.

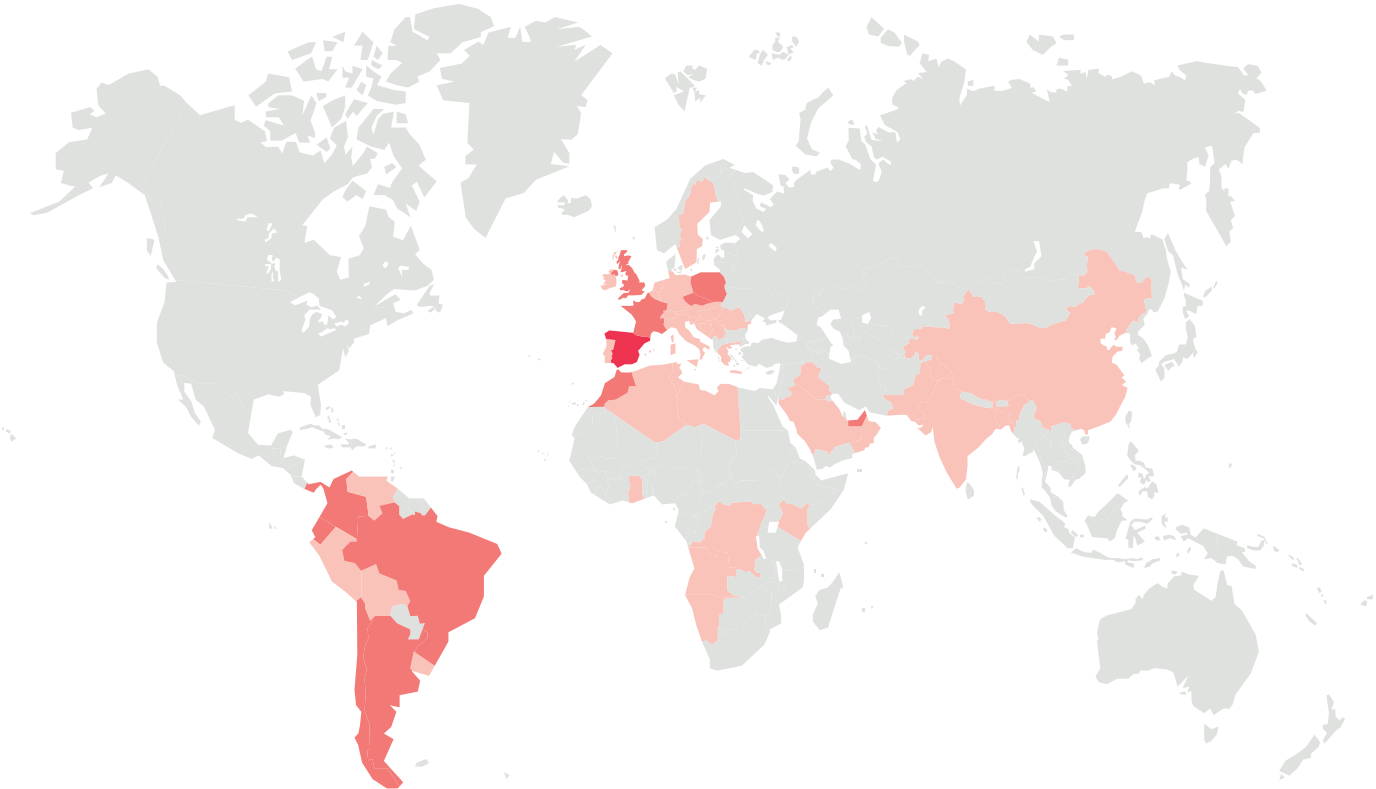
2.4 Responsibility

ITURRI emphasizes its commitment to responsible conduct incorporated in its Code of Ethics, complying with the legislation in force in each country where its activities are carried out, and the policies and procedures of the Organization.

With the objective of leaving a positive mark on its environment and society, it establishes as its purpose to improve the quality of life of people and guarantee their safety. **The values and ethical principles, which are the basis of ITURRI's**

corporate culture, must be the guidelines in the development of the professional activities of all members of the Organization. They must also be respected by business partners.

MISSION, VISION AND VALUES OF THE ORGANIZATION.



ITURRI's mission:

Protect people and their environment with innovative, efficient and sustainable solutions.



ITURRI's vision:

Contribute to a safer and more secure world.



The values that guide the organization are:

- Customer orientation and commitment
- Collaboration and teamwork
- Enthusiasm, commitment and continuous improvement
- Integrity
- Sustainability and contribution to society
- Innovation focused on solving customer needs



Goals and future vision

ITURRI focuses its activity on helping its clients in the field of safety and security of people, processes, goods and the environment, providing them with tailor-made, innovative and sustainable solutions. To achieve this, its priorities in the organization are:

- Customers who are committed to safety and sustainability, who need more than one product, service or solution.
- Products and services that provide or are integrated into differentiating and innovative solutions that are useful in more than one sector.
- Countries with proximity (physical, cultural, common companies) and with strategic clients in growth.

The small big difference that ITURRI brings is related to the capacity it has to provide tailored solutions, based on fencing personal attention to the client, the deep understanding of their problems and its global knowledge as a multi-product, multi-country and multi-sector organization.

2025 Vision

With the objective of building the future of the organization and fulfilling the commitment to sustainability and permanence in time, ITURRI has created a vision with permanence until 2025, based on five **master lines**:

- **Added value:** constant search for value-added solutions.
- **Efficiency:** simplification of procedures to achieve efficiency.
- **Team:** consolidation of the human team and future generation in progress.
- **Diversification:** diversification of sales quotas in each country, with no country accounting reaches more than 30% of total sales.
- **Homogeneity:** maintaining a strong and unique culture throughout the world.
- **Sustainability:** to ensure the sustainability and permanence in the company, also integrating Social and Environmental Sustainability criteria in the decision making process.

2.5 Stakeholders

ITURRI focuses its strategy taking into account the identification of its stakeholders and maintaining an active listening system that allows us to know their expectations, perceptions, risks and opportunities associated with them.

An analysis of weaknesses, threats, strengths and opportunities that may affect or affect the organization was prepared. Following this, the needs and expectations of stakeholders have been identified and it has been established which of them can be converted into legal or other requirements.

The identification of stakeholders is shown below:

Customers
Suppliers / Subcontractors / Supply chains
Employees
Management
Public Administration (local, regional, national, labor inspection, etc.)
Social Agents (trade union, health and safety committee, personnel delegates, ESD...)
Prevention services (in-house, external, occupational physician...)
Community environment
OCA Certification / Approval Entities
Accident Insurance Company
Competition
Associations (media, environmental groups, NGOs, business associations, non-profit organizations, etc.)
End Users (S.I)
RAC / Inspection Agencies
Product suppliers (S.I)
Waste manager
Creditors



ITURRI GROUP

Suppliers

Payment
Equity
Retention

Employees

Wellbeing
Development
Safety

Customers

Quality
Price
Timing

Community

Wellbeing
Commitment
Openness

Associations

Participation
Solidarity
Collaboration

Competition

Fair treatment
Equity
Veracity

Authorities

Legality
Transparency
Liability

Owners

Yields
Wealth
Sustainability

ITURRI's performance with the different stakeholders is shown below:

Customers

ITURRI shows a clear **orientation towards customer satisfaction**. The commitment of the organization in providing solutions to its clients is evident in its historical trajectory, and in its willingness to offer quality products and services in an adequate time frame, which guarantees the full satisfaction of its clients.

The high level of specialization, within the five business units mentioned above, seeks to offer advantages to the customer:

- Covers all sectors
- Gather collectives with similar work.
- Specialized executive sales team
- Support professionals
- Ability to work with synergy internationally
- Tailor-made solutions
- "Glocal" service: global contracts with local attention
- Profitability
- A strong customer orientation guides the entire ITURRI team. The constant search for solutions requires a daily effort of creativity and immediate action. Each new product is an innovation in service with formulas that can be transported to all businesses.

**CURRENTLY,
10,000 CUSTOMERS TRUST US.**

ITURRI undertakes to guarantee the confidentiality and integrity of:

- The personal data of the members of its client companies, such as sizes.
- The designs of vehicles, clothing, footwear, as well as any product over which the client has the intellectual property and for which it may request its manufacture.
- Information on the commercial relations maintained.

This information will only be used for the development of those activities related to the delivery of services, avoiding leaks that could make it reach unauthorized personnel. Likewise, the entity will maintain the availability and confidentiality of the communication channels that are enabled for intercommunication between ITURRI's and clients' systems.

Suppliers of products and services, subcontractors, supply chains

ITURRI maintains a wide network of suppliers that are evaluated according to its Supplier Approval process. The organization demands that those companies that provide services and/or products maintain respect for their workers, the environment and other interested parties, ensuring correct and ethical commitments to sustainability throughout its value chain, just as ITURRI does.

It is very important for the organization to find partners with whom to maintain a close, honest and mutually beneficial relationship. With this, it aims to offer solutions for product distribution, product logistics and other services that add value to the supply chain.

If its partners also share its concern for innovation and development in its market, the result of this union will allow them to achieve differentiation and uniqueness for greater customer satisfaction and loyalty.

For these suppliers, the confidentiality of the commercial conditions agreed with ITURRI, as well as the integrity of the information related to each of the operations carried out with them, may be of special relevance.

ITURRI also has suppliers that provide IT services, such as those listed below, which are of vital importance for the development of the activity.

Communications (telephony, internet access, etc.).
Infrastructure maintenance.
Software development and maintenance.
Hosting (sharepoint).

These entities shall only have access to ITURRI information in the development of the activities necessary for the provision of services. In order to preserve their security, in the corresponding service agreements, the relevant confidentiality clauses are established.

Additionally, in some cases, these agreements include service level objectives that guarantee their availability, as well as a fast response to possible incidents that could affect these services.

Workforce

Nearly 1,700 people from a multitude of different nationalities make up the ITURRI team. The organization shows a clear orientation so that its employees work in the best possible conditions in order to be able to develop professionally, and in an environment where their safety is guaranteed.

ITURRI is made up of a team of professionals with a strong spirit of teamwork. A team that is increasingly multicultural and multidisciplinary and whose main virtues are cohesion, responsibility, respect and trust, where professionalism, specialization and training are the basis for offering the best service.

One of the basic premises for ITURRI, in order to guarantee an adequate quality of the work environment, is to guarantee the security of the personal information of employees, as well as the data related to their contractual relationship with the company.

**NEARLY 1,700 PEOPLE FROM
A MULTITUDE OF DIFFERENT
NATIONALITIES MAKE UP THE
ITURRI TEAM.**



Management

As ITURRI's policy indicates, the company's objective is to be a financially sustainable organization over time. This is why it is understood that the economic viability of ITURRI is a priority, in order to be able to carry out its activity without compromising the future of the company.

Public Administration

ITURRI complies with all legal requirements to which it is affected by the development of its activities. Likewise, its commitment to transparency is reflected in its compliance with the law and in the responsibility that emanates from its activities.

Social agents

ITURRI is firmly committed to all those institutions, groups, associations and organizations that directly or indirectly contribute to the socialization process in which the organization participates.

Prevention services

For ITURRI it is of vital importance to have all the human, material and organizational resources that participate in preventive activities in order to guarantee the adequate protection of the safety and health of the people who work in the company. For this purpose it has different modalities of service and external support for safety depending on the country of the work center.

Community

The community is not alien to ITURRI, both are connected. For this reason, ITURRI shows a great commitment to the community of which it is a part and to which it is proud to belong. It is for this reason that mechanisms of collaboration and openness are established so that ITURRI is known within the community and helps to improve the welfare of the community⁴.

Certification / Approval Entities

These entities are relevant agents for ITURRI, as they help to guarantee the correct functioning of the organization, as well as obtaining official approval that guarantees compliance with the different regulations.

Accident Insurance Company

ITURRI actively collaborates with the responsible entities in the management of professional contingencies, temporary incapacity or cessation of activity of the different workers.

Competition

In a globalized environment such as the current one, and due to ITURRI's multi-sector nature, the organization has many fields of action and maintains a tough competition with other companies from different sectors. This competition does not prevent us from guaranteeing fair and clean treatment, in the pursuit of clean and truthful competition.

Associations

ITURRI, aware of the difficulties faced by some sectors of society, shows its commitment to collaborate and participate with different organizations that look after the welfare of the most vulnerable sectors.

End users

The end users are the personnel of the client companies, who make use of the marketed products. In order to achieve an adequate customization, as well as to improve the usage efficiency, for the sales of clothing and footwear, information on sizing or measurements is handled.

ITURRI guarantees the confidentiality of this information, which will only be accessible to personnel involved in the sales and supply processes, as well as its integrity in order to ensure the full satisfaction of users.

Waste manager

ITURRI is firmly committed to the environment and to the correct management of the waste that the development of its activity may cause. For this reason, the relationship with public or private entities that carry out any of the operations that make up waste management is of vital importance for the company.

Creditors

With a clear commitment to correct and ethical economic management, ITURRI complies with all economic requirements to which it is affected by the development of its activities, maintaining a correct relationship with those parties entitled to demand compliance with an obligation to the debtor.

ITURRI COMPLIES WITH ALL ECONOMIC REQUIREMENTS TO WHICH IT IS AFFECTED BY THE DEVELOPMENT OF ITS ACTIVITIES.

4 More information in Chapter 9 Commitment to Society.



3

STRATEGY AND RISK MANAGEMENT



3.1 Commitment to sustainability

Awareness of sustainability is increasing year after year. This is reflected in the actions of organizations to be more sustainable and also from the legislative sphere. For example, future legislation related to due diligence along the value chain; the modification of the current NFIS, with the new ESRS indicators⁵; the development of the environmental taxonomy; among others. ITURRI closely follows legislative trends in order to anticipate in all those aspects that can be anticipated, and continue to comply with all legislation.

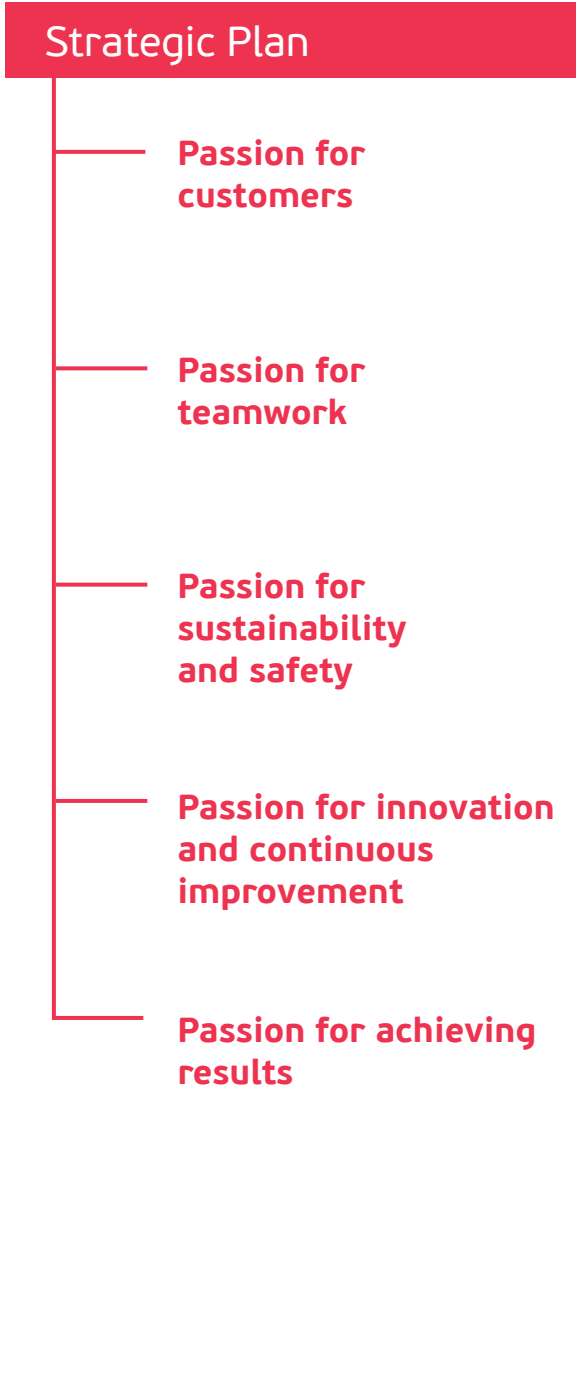
As indicated above, ITURRI always maintains a firm commitment to sustainability and the need to practice preventive behavior, making use of good health and safety habits, and taking the environment into account when making decisions.


**ITURRI ALWAYS MAINTAINS
A FIRM COMMITMENT
TO SUSTAINABILITY AND
THE NEED TO PRACTICE
PREVENTIVE BEHAVIOR.**

⁵ European Sustainability Reporting Standards.

3.2 Corporate strategy

ITURRI's **Strategic Plan**, prepared for the period 2019-2025, consists of **five guidelines** that are specified through a set of basic lines:





1. Passion for customers

- The focus is on the development of target customers (ITURRI 's and new customers).
- Proximity to the customer.
- Prioritization of knowledge, management and fulfillment of target customers' expectations.
- Offer and development of global solutions.
- Recovery of commercial leadership.
- Satisfaction of end-user needs.



2. Passion for teamwork

- Experiencing growth as a team, through knowledge.
- Promotion of collaboration and generation of trust, clarity and transparency.
- Alignment in objectives, permanently updated.
- Guarantee of respect for gender, ethnicity and religion and non-tolerance of any form of harassment.



3. Passion for sustainability and safety

- Commitment to safe habits and behaviors.
- Extension of the previous commitment to the supply chain.
- Involvement with the environment in all processes.
- Assessment of the impact of decisions on the community, workers and the environment.



4. Passion for innovation and continuous improvement

- Work to minimize time, resources and errors in all processes.
- Incident learning.
- Maximizing supply chain efficiency.
- Increased sales and offering differentiation.
- Direct Integration and Marketing Plans on a daily basis.
- Development of quality information flows that support decision making.



5. Passion for achieving results

- Achievement of positive net results.
- Increase in gross margin.
- Reduction of L&Q, obsolete and other waste.
- Maximization of cash generation, providing efficiency to operations and profitability to investments.

Strategic objectives

In order to develop the guidelines of the Strategic Plan, ITURRI annually establishes a set of strategic objectives and indicators through the annual **Action Plan**, which is integrated within its Medium-Long Term Strategy. These objectives are transferred throughout the organization through the objective monitoring process established in the company.

For the year 2023, the five guidelines set by ITURRI are as follows:



1. Purpose: encompasses the following five guidelines and key concepts:

- We take care of our people: safety; vulnerable; diversity; equity; effort YES, suffering NO.
- We take care of our customers.
- We take care of our environment: carbon footprint; we help the communities around us.
- We take care of our image: Compliance and ethics committee; training and change; press and social networks.



2. People: continuous learning and improvement; global vision; positive conflict; 360° leadership; agility; learn.



3. Productivity and efficiency:

- Bottom Line: Profitability.
- Responsibility of each person with his or her bottom line.
- All contracts in positive.
- Data usage.
- Shorten periods.
- Eliminate cost overruns (garbage bags).



4. Presence and active listening to: customers and users to detect problems/opportunities.



5. Innovative entrepreneurship: to seek opportunities and solve our clients' problems.

Integrated Policy

ITURRI’s **Integrated Policy on quality, environment, health and safety, information security, and Social Responsibility** aims to fully satisfy clients, promote the development and well-being of the people who work with the organization, preserve the environment, and protect information resources against internal or external threats. Within it, the following commitments are established:

- **Customer orientation:**
Adapting to customer needs, exceeding customer expectations, and maintaining proximity and innovation.
- **Process approach:**
Simplification of procedures to achieve efficiency and quality in products and services.
- **Continuous improvement:**
Development of activities within a management environment that ensures continuous improvement in systems, processes, methods of action and relationship with stakeholders. Compliance with legal and regulatory requirements and those applicable in any area of the Organization.
- **Information security:**
Ensuring the confidentiality of managed data and the availability of information systems.
- **Safety and health:**
Management and performance of all activities in a consistent and responsible manner, through the development, design and maintenance of facilities and processes that are safe, eliminating hazards and reducing risks.
- **Environmental concern:**
Protection of the environment through actions and measures aimed at preventing any type of pollution that may arise from activities, as well as the use of natural resources.
- **Corporate Social Responsibility:**
Compliance with the rights of ITURRI workers, including their right of participation and consultation, as well as the conditions of the workplace according to international instruments, the United Nations Declaration of Human Rights, International Labor Organization (ILO) Conventions, international human rights norms and national labor laws. This responsibility also applies to suppliers and subcontractors.

As part of its commitment to **continuous improvement**, ITURRI has certifications and develops the requirements of different **Management Systems**, among which the following stand out:

ISO 9001 - Quality Management Systems

ISO 14001 - Environmental Management Systems

ISO 27001 - Information Security Management Systems

ISO 45001 - Occupational Health and Safety Management Systems

SA 8000 - Social Responsibility

PECAL 2110 - NATO Quality Assurance Requirements for Design, Development and Production

AEQT/ASET - Safety Qualification for maintenance companies.

ISO 14064 - Verification of the Organization's Greenhouse Gas Emission Inventory

Calculo, Reduzco, Compenso (Calculate, Reduce, Compensate) seal for the Ministry of Ecological Transition and Demographic Challenge.

The management models of the centers that have certifications are transferred to the rest of the centers that do not have them, where, in any case, internal audits are carried out by the Corporate Department to ensure the implementation of the management systems.

ITURRI AIMS TO FULLY
SATISFY CUSTOMERS,
PROMOTE THE
DEVELOPMENT AND
WELL-BEING OF PEOPLE.





In addition to the Integrated Policy, from 2019 (which in 2022 was under review period⁶), new challenges have been considered and the following sector policies aligned with the organization's objectives and strategies have been developed. They are:

- **Declaration on Slavery:** commitment to carry out the activity in accordance with the highest legal and ethical standards. To ensure compliance, the Code of Ethics is made known to employees and suppliers; disciplinary measures and termination of the commercial relationship in the event of non-compliance are contemplated; a contractual commitment on this matter is requested; among other actions.
- **Sustainable Procurement:** integration of the SDGs in the purchasing process, and ensuring compliance with applicable standards on human rights and environmental protection. Some of the commitments are the promotion of local trade, verification of suppliers according to SA8000.2014, prioritization of the purchase of sustainable products, among others.
- **CSR Human Rights:** compliance with the Global Compact Principles, the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, among others.

- **Health and Safety:** the sole ultimate objective of the "Your Safety Matters" approach is 0 accidents. To achieve this, we have commitments such as complying with the highest international standards, beyond legal requirements; training; eliminating or reducing risks through technical, organizational, collective and individual protection solutions; providing stakeholders (employees, customers, suppliers, etc.) with safe and healthy conditions; among others.
- **Environmental Policy:** aims to establish a reference framework to integrate environmental protection into ITURRI's strategy, decision-making, activities and operations. Among other commitments, there is the promotion of the circular economy; achieving climate neutrality; favoring, with regard to stakeholders, traceability and waste treatment; and raising awareness and training the team in this area.

Integrated Management System

ITURRI has an **Integrated Management System** that represents the organizational structure, responsibilities, processes and necessary resources. It allows the company to carry out the management of Quality, Environment, Health and Safety, Social Responsibility, Information Security, Greenhouse Gas Emissions Verification in accordance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, PECAL 2110, SA 8000:2014 and ISO 27001:2013, ISO 14064.

This ensures the satisfaction of the customer and other interested parties, through compliance with their requirements, applicable regulations, as well as other applicable requirements (agreements), promoting and achieving environmental and personnel protection, compliance with environmental and health and safety legislation and preserving the security of sensitive information at all times.

To facilitate the integration and management of the systems in the different processes, the organization has the **Integrated Management Manual**, which specifies the requirements applicable to ITURRI, with the objective of demonstrating the capacity to supply products and services in accordance with the requirements specified by the client and the applicable regulations.

As part of the Integrated System, the organization:

- Identifies the processes required for the Quality, Environmental, Health and Safety, Information Security and Social Responsibility Management System and their application throughout the organization.
- Defines the sequence and interaction between these processes.
- Determines the criteria and methods necessary to ensure that both the operation and control of these processes are effective.
- Ensures the availability of resources and information necessary to support the effective operation and monitoring of these processes.
- It measures, monitors and analyzes these processes.
- Implements the necessary actions to achieve the planned results and the continuous improvement of these processes.

6 The revision of the Integrated Policy was approved in January 2023.

7 In 2023, ISO 27001 is in the process of being adapted to its latest version.

Thus, in order to ensure the development and implementation of the **Integrated Management System**, the Management establishes a commitment to ensure continuous improvement, which is reflected in the following eleven lines of action:

- Communication to the organization of the importance of satisfying both customer requirements related to product quality, environmental protection, information security, as well as legal and regulatory requirements.
- Assurance of the integration of the Management System requirements in ITURRI's processes and activities.
- Establishment of the Integrated Policy on Quality, Environment, Health and Safety, Social Responsibility, Information Security Policy and Greenhouse Gas Emissions Inventory Verification.
- Ensure that Quality, Environment, Health and Safety, Social Responsibility and Information Security objectives are established.
- Guarantee that the necessary resources are available for the correct operation of the system.
- Communication of the importance and benefits of effective management and compliance with the requirements of the Integrated Management System.
- Verification that the Integrated Management System achieves the expected results.
- Supervision and support to people to contribute to the effectiveness of the Integrated Management System.
- Promotion of continuous improvement.
- Supporting other roles to demonstrate leadership as applied to areas of responsibility.
- Conducting periodic reviews of the Integrated Management System to assess adequacy and effectiveness.

On an annual basis and within the different areas of Quality, Environment, Health and Safety, Social Responsibility and Information Security, the **Integrated Management System** defines a series of **objectives** that are documented and establishes the person responsible for their fulfillment, the deadlines for their execution and the means for their achievement. **These objectives are aligned with the Strategic Objectives mentioned above.**

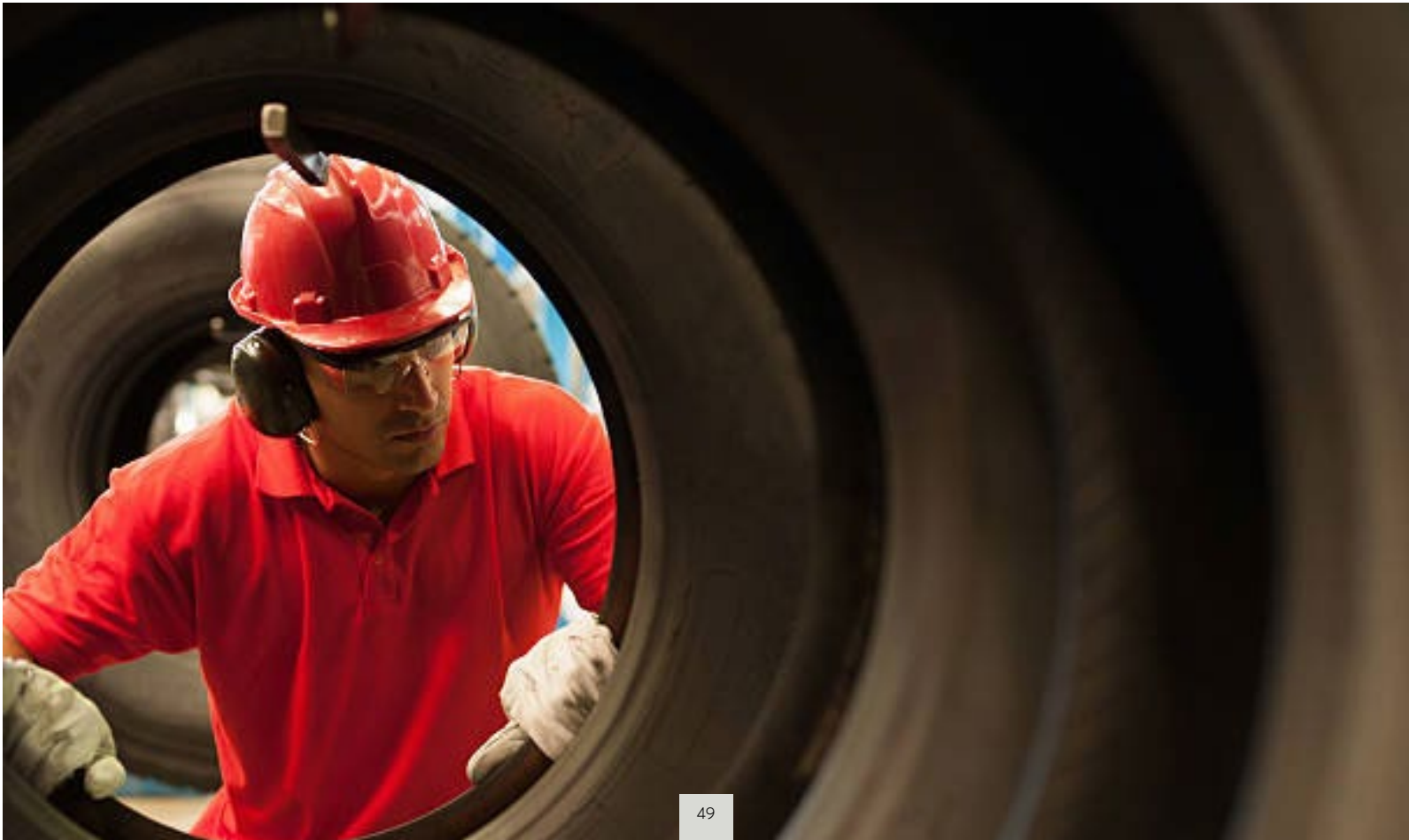
The monitoring of the objectives is carried out quarterly in the application designed expressly by ITURRI and to which all employees have access, being able to make changes or propose new objectives according to the progress of the year and aligning with the interrelation and progress of the different areas.

These objectives are consistent with the Integrated Policy of Quality, Environment, Health and Safety and Social Responsibility, as well as with the established Information Security Policies. ITURRI considers that they must meet the requirements that are achievable, measurable and challenging. In the case of less tangible objectives, there is always an alignment between the parties for the evaluation of their follow-up.

These objectives are reviewed annually as part of the **Management review**, validating and taking the appropriate measures to achieve them. This review includes the entire Management System implemented and verifies its effectiveness and efficiency, and ensures that it remains in line with the established Quality, Environment, Health and Safety, Social Responsibility and Information Security Policy and objectives.

Regarding the monitoring of the Management System, ITURRI has and develops different mechanisms such as annual internal audits, annual audits of waste management, environmental and safety audits, customer surveys, the QRS complaint system, the RePro external audit of customers and the assessment as sustainable suppliers by Ecovadis.

**THESE OBJECTIVES ARE
REVIEWED ANNUALLY AS PART
OF THE MANAGEMENT REVIEW,
VALIDATING AND TAKING THE
APPROPRIATE MEASURES TO
ACHIEVE THEM.**





3.3 Risk identification and management

Context analysis

As every year, as a mechanism to keep ITURRI's situation updated in relation to the internal environment and the external context of the organization, an update of its **SWOT matrix** has once again been carried out, which allows it to identify the weaknesses, threats, strengths and opportunities of the organization in the context in which it operates.

Weaknesses and strengths belong to the internal environment of the organization and threats and opportunities respond to the external context.

The variability of ITURRI as a multi-product, multi-sector, multi-country company means that the range of weaknesses, threats, strengths and opportunities of the annual SWOT is very wide, however, the criterion of working with "the weakest link" is applied, as this is the one that marks the strength of the whole chain. This is the approach used each year to prepare/revise the matrix.

The latest update of the **SWOT matrix** is shown below:

Weaknesses:

- Risk of legal non-compliance due to the appearance of a large number of regulatory requirements.
- Outdated machinery and facilities in need of constant maintenance.
- Increase in the accident rate in production centers.
- Undefined documentary coverage for risk information and training.
- Cultural situations in the country that cause stages of "less secure jobs".
- Language barrier. Multi-country.
- Deficiencies in accident reporting and in the correct medical examination of workers according to their risk assessment.
- Difficulty in accessing the initial risk training platform for the position.
- Insufficient geographic presence of the External Prevention Service and the waste management company. Local companies.
- Environmental emergency situations with lack of definition.
- Low environmental awareness due to constant personnel turnover.
- Necessary improvement of waste segregation in production centers.
- Dependence on customers with high turnover.
- Reactivity position in customer search.
- Insufficient environmental awareness in waste segregation (factory).
- Insufficient quality and environmental training.
- Little presence in social media and little publicity.
- Low visibility of the scope, importance and impact of the management system in the organization.
- Difficulty of conducting online training in positions that lack computer equipment.
- Lack of awareness of sustainability regulations in some countries.
- Poor communication between departments on onboarding and/or on boarding processes.
- Insufficient resources dedicated to sustainability in some centers in the face of ongoing regulatory changes.

Threats:

- Increased customer requirements.
- Increase in the accident rate.
- Need for expansion of scope due to customer requirements.
- Lax legislation on Risk Prevention in some countries.
- Cultural environment unaccustomed to a preventive vision.
- External catastrophe that paralyzes the activity, affects the environment and the health and safety of workers.
- Evaluated and certified suppliers that do not comply with SA8000 principles.
- Increase in the price of basic raw materials for the product, such as cotton or leather.
- Stock-outs in Asian supply chains.
- Accidental spill at production centers.
- Incorrect waste segregation on a massive scale.
- Restrictive legislation at the international level.
- Increasingly demanding customer requirements.
- Social disengagement of workers due to teleworking.
- Ukraine war resulting in various consequences: energy, transport, raw materials, delegation in Poland affected by the arrival of refugees, etc.
- ChatGPT (Artificial Intelligence).

Strengths:

- Integrated and consolidated system.
- High management commitment.
- Emergency structure.
- Documentary control and calendar of revisions of occupational risk prevention installations.
- Improvement of the facilities through innovation and the location of safety measures (lay-out or lifelines).
- Significant improvement in job risk assessment.
- Corporate group guidelines. Unification of criteria.
- Follow-up of accidents based on indicators.
- Low environmental impact of its activities.
- Hazardous waste management at production centers.
- A consolidated supplier evaluation process through purchasing.
- Economic soundness.
- Multi-country international presence.
- Multisector.
- Multiproduct.
- Extensive language training for staff.
- Consolidated position, 75 years old.
- Staff education and training.
- High customer loyalty.
- Service quality and customer focus.
- Little or no reliance on subcontracting.
- Technological capacity and structure to deal with remote meetings and teleworking, as a preventive measure.
- Great effort to align the company with the SDGs.
- Innovation and efforts linked to environmental protection and sustainability.
- Follow-up of preventive activities in all centers.
- Follow-up of emergency and accident brigades.
- Carbon footprint in all group activities. At national and international level.
- Flexibility in the arrangement of teleworking days.



Opportunities:

- Reduction of ITURRI's environmental impact through Circular Economy, recycling and carbon footprint reduction programs.
- Improvement of learning and communication processes.
- Improvement of integrated training.
- Increased resources dedicated to the Management System.
- Improvement of emergency plan, brigade training and safety standards in centers with higher risk.
- OPS training.
- Improvement of ergonomics in all activities.
- Integration of guidelines and procedures of the different systems.
- Reduce environmental consumption at national and international sites.
- Presence in socio-economically stable and growing countries.
- Internationalization, possibility of attracting customers worldwide.
- Environmental grants and subsidies.
- Excellent reputation in the industry.
- Decrease in competition due to the requirements of the new RIPCI Regulation.
- Differentiation from the competition with environmental protection projects. Calculation of Carbon Footprint, Circular Economy, ODS, Water Footprint, etc.

Identification of risks and opportunities

In its continuous improvement plan, ITURRI maintains constant communication with interested parties, for this reason, it has been possible to update the **expectations and needs of stakeholders**.

This study has helped to define the **main risks related to the organization's activities** and has made it possible to establish a series of **control and remediation actions for these risks**.

These main risks are categorized according to the level of intolerable, significant, moderate, tolerable or trivial. This classification is determined by assigning a score to the risk assessment, based on the probability of occurrence, severity of potential impact and repeatability. The list of major risks presented below constitutes those risks that are still being monitored and are classified as intolerable or major.

Risks⁸ in progress include:

- Possibility of improving documentary coverage for risk information and training in less developed countries.
- Possibility of improving documentary coverage of the delivery of personal protective equipment in less developed areas with poorer communication.
- Raw material price increase.
- Stock-outs in Asian supply chains.
- Loss of customer.

Ongoing opportunities include:

- Reduction of ITURRI's environmental impact through Circular Economy, recycling and carbon footprint reduction programs.
- Improvement of learning and communication processes.
- Improvement of integrated training.
- Increased resources dedicated to the Management System.
- Improvement of emergency plan, brigade training and safety standards.
- SDG training.
- Improvement of ergonomics.
- Prevention training protocol and application.
- Extend ISO 14001 scope to Vehicle Supply Chain.
- Sustainable packaging.

With the information derived from the SWOT analysis and that obtained after the analysis of risks and opportunities, the organization has been able to have a clearer vision of where it stands internally and in the external business context in which it operates.

⁸ Last revision April 2023.

Risk management

Risk management at ITURRI is developed in a systematic, proactive and interactive manner to seek to identify risks efficiently and effectively, establish priorities, develop response strategies and provide the necessary information at the right time to minimize the impact of unfavorable events (threats) and maximize the benefits of favorable events (opportunities).

To facilitate its planning, analysis and response, ITURRI has a **Risk Management** process, in which it establishes different phases to address these identified risks:



Risk Management process



4

MATERIALITY ANALYSIS



4. Materiality Analysis

The **Materiality Analysis** is a requirement contemplated by the Global Reporting Initiative (GRI) standard so that the information included in the NFIS is reliable, complete and balanced. Likewise, Law 11/2018 sets forth that the Non-Financial Information Statement shall include significant information on environmental, social and personnel-related issues, on respect for human rights, information relating to the fight against corruption and bribery and information on society.

For this reason, as part of the preparation of this consolidated Non-Financial Information Statement of ITURRI, the organization conducted a Materiality Study that allowed it to establish the most

relevant issues for the organization and that substantially influence the evaluations and decisions of stakeholders, which remain in force today.

Through an analysis of the organization, the topics relevant to ITURRI's sectors of activity were considered and the reference frameworks established by the Global Reporting Initiative (GRI) and the Governance & Accountability Institute (G&A) were taken into account.

The process of conducting the Materiality Study to identify the organization’s material issues consisted of the following stages:



PHASE 1
Identification

To develop this phase, a prior list of possible topics related to sustainability was drawn up, taking into account the topics considered by the GRI standard and the aspects required by Law 11/2018 regarding non-financial information and diversity.



PHASE 2
Conducting the Study

The taken steps were as follows:

- Internal assessment by ITURRI on the final aspects to be taken into account in the Materiality Study.
- Selection of stakeholders.
- Completion of the online materiality questionnaire (April 11 to 24, 2023).
- Analysis and processing of the received information and preparation of the Materiality Matrix.
- Determination of material aspects, taking into account the assessment results obtained by Iturri and stakeholders.



PHASE 3
Validation

It consisted of the validation by ITURRI of the material aspects identified.

Material aspects

The type of coverage of each material aspect identified in each area is shown below.

Material aspects	Internal coverage	External coverage
General issues		
Good governance, ethics and transparency	x	
Financial and non-financial risk management	x	
Reputation management	x	x
Commitment to sustainable development	x	x
Environment		
Circular economy and waste management	x	x
Social and personnel		
Quality occupation	x	
Occupational quality health and safety	x	
Work-life balance	x	
Respect for human rights		
Respect for human rights	x	x
Fighting corruption and bribery		
Fight against corruption	x	
Socioeconomic compliance	x	
Society		
Responsible supply chain	x	x
Customer satisfaction		x



5

ENVIRONMENTAL TOPICS



5.1 Environmental management

The Paris Agreement sets the goal of keeping global warming below 2 degrees Celsius, preferably at 1.5 degrees, compared to pre-industrial levels. The Intergovernmental Panel on Climate Change (IPCC) warned in its Sixth Assessment Report⁹ that the impacts of the climate crisis are worse than expected and the risks are getting worse. But there is still time to avoid exceeding 1.5°C warming.

All actors are necessary to achieve these objectives. ITURRI, aware of the situation, acts to increase its contribution to the sustainability of the planet year after year through continuous improvement. Emissions, waste and resource management are of vital importance for the environment, and the health of living beings and ecosystems. Therefore, it is necessary to identify the impacts that occur on the environment, and when, in order to improve progressively.

As part of its environmental management, ITURRI has ISO 14001:2015 certification, which currently covers the facilities of ITURRI Central Seville, ITURRI Poland SP z.o.o, and ITURRI Feuerwehr in Wilsdorf. For the rest of the work centers, ITURRI applies the criteria established in the Integrated Management Policy, as well as the requirements established by the certification, generating a common environmental management model for the whole organization. Internal audits according to the ISO 14001 model are carried out regularly by the Corporate area in the centers with the greatest environmental risk.

In this way, it has a **procedure for identifying and evaluating the environmental aspects** related to the activities, products and services it offers in order to determine those that may have a **significant** impact on the environment.

⁹ Report presented in 2023, more information [here](#).

The procedure applies to all ITURRI activities, products and services in:

Normal and abnormal operating conditions of the facilities.
Emergency situations and potential accidents.
New projects or modifications.

As a criterion for determining that an environmental aspect is significant, it is considered sufficient that it has a certain degree of potential and, therefore, it may not be strictly necessary for it to have an actual impact.

The aspects considered **significant** and **non-significant** are detailed in the following table:

SIGNIFICANT ASPECTS

CONSUMPTION

Cardboard
Fuel

WASTE

Textile
Other bases

Other acids
Laboratory reagents
Contaminated rags

NON-SIGNIFICANT ASPECTS

CONSUMPTION

Electricity
Water
Paper
Refrigerant gases
Plastic
Fuel
Gas cylinders

WASTE

Cardboard
Plastic
Toner and cartridges
Paper
Batteries
Fluorescent
WEEE

Pallets
Furniture
Gas cylinders
Pruning residues
Tires
Batteries
Used oils

EMISSIONS

Sample burning
CO ₂

NOISES

Diverse machinery
Vehicles



Identification of environmental aspects

ITURRI has identified the different environmental aspects related to the activity it carries out in its different facilities. These aspects are divided into **real aspects** and **potential aspects**. In both cases they are reviewed periodically.

Assessment of real environmental aspects

Atmospheric emissions
Discharges to water
Generation of urban and hazardous waste
Soil contamination
Resource consumption
Noise

Assessment of actual environmental aspects

Once the actual environmental aspects have been identified, each one of them is evaluated to establish their significance, according to the following criteria:

Frequency
Intensity
Toxicity and hazardousness

Assessment of potential environmental aspects

Probability of occurrence
Existing control capacity
Severity of consequences

Evaluation of potential environmental aspects

Once the potential environmental aspects have been identified, each one of them is evaluated to establish its significance, according to the following criteria: **HIGH / MEDIUM / LOW**

Review of environmental aspects

The review of environmental aspects is carried out by the person responsible for the Environmental Management System, who reviews the list of significant environmental aspects at least once a year, or in the event of any of the following incidents:

Changes in applicable legislation
Audit findings
Significant changes in activities
Use of new products
Changes in the geographical location of the facilities
Changes in the System requirements that affect the assessment of aspects
Significant increase or decrease in production

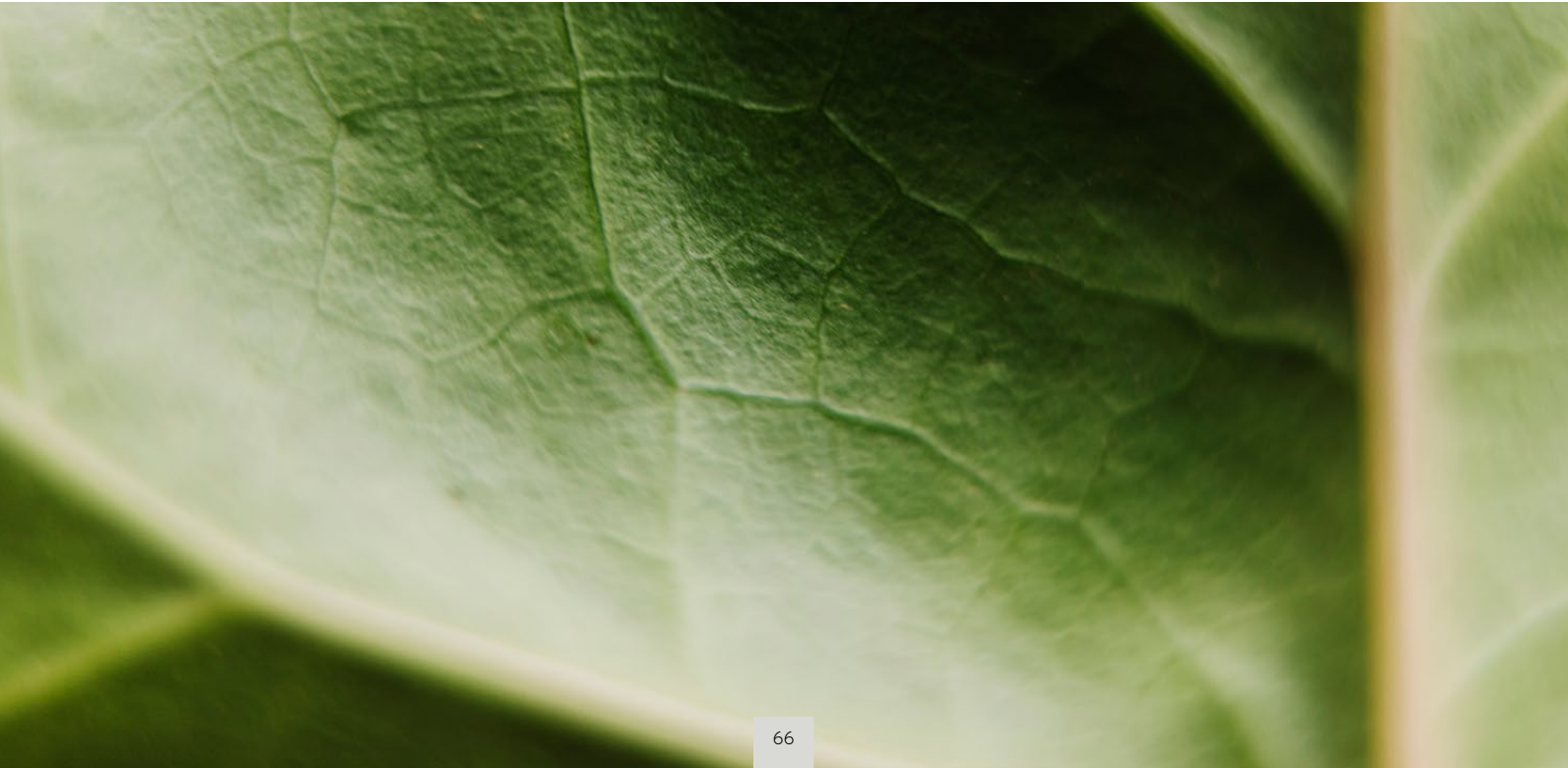
Upon completion of the review of any aspect, all applicable areas are informed of the new characteristics and significant environmental aspects to be taken into account.

In the event of the identification of new significant environmental aspects as a result of the reviews carried out, the Sustainability Department submits the relevant documents to decide on the action to be taken:

Modification or adaptation of objectives and goals
Preparation of new operational control data sheets or technical instructions
Implementation of new controls

Guarantees against environmental risks

ITURRI has a civil and environmental liability policy for Operating, Safety and Product Liability that includes coverage for the following category: Civil Liability for accidental contamination.



5.2 Contamination

The production processes associated with ITURRI’s activity are not considered relevant points of carbon emissions. The main source of emissions generation comes from the energy consumption of machinery, buildings, air conditioning, fleet of vehicles in the commercial area, delivery vans, as well as the carbon footprint resulting from ITURRI’s worldwide distribution and purchasing logistics.

Despite the fact that, in the materiality analysis carried out in 2023, and in the previous one, carbon emissions did not appear as one of the relevant pollution issues, ITURRI has worked on different projects with the objective of:



Identify the main actors that affect the increase in carbon footprint of your activity



Establish communication channels for the collection of activity data



Calculate its global footprint, and thus focus on what is relevant to reduce it



Taking measures to reduce its impact

Most of the 2021 projects have had continuity during 2022, extending their scope to different activities or work centers, as well as collaborations with other entities. Some of these projects are included within ITURRI’s actions in the promotion of the circular economy.

Atmospheric pollution

As a result of the calculation of the carbon footprint of ITURRI’s activity at a global level, it has been detected that the main source of CO2 emissions is the use of air transport for the movement of goods at a global level. The impact on atmospheric pollution that this entails has been quickly tackled by the organization, establishing a new protocol for transport logistics for 2022, resulting in a significant reduction of the carbon footprint and, therefore, of atmospheric pollution.

Noise and light pollution

There is no significant impact on the environment related to noise and light pollution caused by ITURRI’s activities in its facilities and work centers. With respect to light pollution, ITURRI maintains minimum lighting, although sufficient, to reduce the impact during non-productive hours.

5.3 Circular economy and waste prevention and management

ITURRI 2030

The strategies presented in the ITURRI 2030 document are promoted by the change of the new social and economic paradigm. Starting from the current linear economy system and its inefficient use of raw materials, ITURRI continues to move forward to make a radical change in terms of the efficient use of the used materials and contribution to the environment.

In its 2030 project, ITURRI associates and assigns each ongoing project to the SDG to which it contributes, in order to go in line with the Sustainable Development Goals, used as a reference, awareness and extension mechanism of a sustainable mindset.

The 7 R's

The objective of this project is to achieve a Circular Economy system, extensible to all or most lines of business, proposing various options so that the different productions can be reintroduced into the production system or reused by those who need it most. This project will also serve to complete the adaptation to the new context posed by Law 7/2022 on waste and contaminated soils for a circular economy.

ITURRI's philosophy and values inevitably include being responsible for the impacts of the activity it carries out, and for this message to permeate all levels of the organization and its entire context. Given that this is an ambitious objective shared with a multitude of socioeconomic agents, **an important part of the achievement of the objectives of this project is determined by the capacity to establish agreements and strategic alliances with other organizations.**

THE OBJECTIVE OF THIS PROJECT IS TO ACHIEVE A CIRCULAR ECONOMY SYSTEM.

Based on the concept of Circular Economy, several options have been found to avoid waste generation. These solutions are based on what are called the 7 R's:

- 1. Reduce (Ecodesign)
- 2. Repair
- 3. Recover
- 4. Reuse
- 5. Downcycling
- 6. Upcycling
- 7. Energy Recovery



This project focuses on several axes:

- Market research to find new circular economy solutions.
- Market research to find new partners.
- Review of production processes to incorporate circularity criteria.
- Awareness: training, information and awareness campaigns among the workforce.



Circular economy in the Apparel Division

In terms of Circular Economy, one of the biggest environmental challenges the world faces is the management of textile waste. Although ITURRI is developing circularity projects in all its Business Units, it is in its Clothing Division where 2022 is full of challenges, initiatives and collaborations.

As stated by the European Commission in the *Strategy for the Circularity and Sustainability of Textile Products*¹⁰, the consumption of textile products represents the fourth largest negative environmental and climate change impact, as well as the third largest negative impact on water and land use from a life cycle perspective on a global scale. And, with regard to waste, approximately 5.8 million tons of textile products are discarded in the EU. This represents approximately 11 kg per person.

The challenges facing ITURRI, and the textile sector in general, are as follows:

- There is not enough recycling technology for all fabrics and fibers. In this sense, ITURRI has initiated pilots with polyester-cotton blends and technical fibers (aramid and modacrylic).
- There is no capacity to absorb the new product, since recycling has a high cost. For this reason, ITURRI makes personalized proposals that provide VALUE to the client and to the planet. It is committed to durability.
- Greater traceability and digitalization is needed. ITURRI has PPE tracking programs, management of clothing in its laundries by garment, and continues to develop new technologies that advance digitalization.

¹⁰ For more information on the Strategy, [click here](#).

Project 1. Management of Post-consumer Garment Waste

Implementation of a new management system for garments that have ended their period of use with the customer, due to expiration of the contract or because the users themselves deem it appropriate to stop using them.

ITURRI is focusing on offering a wider range of solutions for the client and, to this end, increasingly has more partners who help to provide different outlets for post-consumer textile waste. Depending on the material, the state of the garment or the client's preference, the post-consumer waste can be used for upcycling or downcycling.

Together with some clients, ITURRI is developing pilot projects in which it relies on partners to recycle used clothing and manufacture new textile material. The fibers are given a new life, which could even end up being part of the same customer's new wardrobe, thus closing the circle.

Maximize the service life.

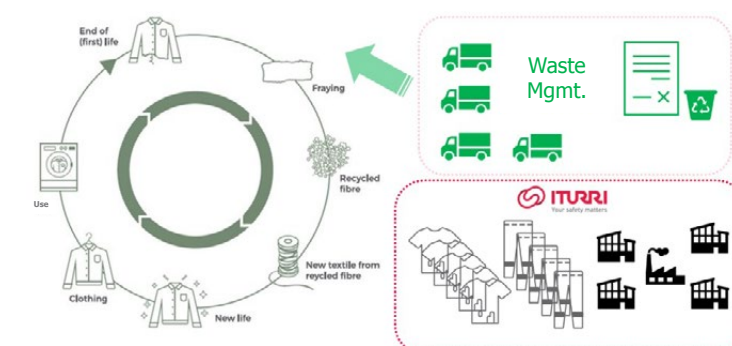
Textile waste collection and recycling.

Textile waste collection and energy recovery.

At all times, during the different routes that the textile waste follows in the projects in which ITURRI is responsible for collecting the garments when they reach their end of life, it is guaranteed that only that product that is functional and suitable for it will be used. All with the objective of continuing to offer high quality and safe products.

ITURRI has several waste managers, who comply with all waste management and recycling regulations, controlling all clothing to be disposed of, thus guaranteeing that all clothing at the end of its life is recycled or destroyed in accordance with all current legislation, however, both destruction and energy recovery are ways that are going to be considerably reduced, both by legal requirements and by ITURRI's own increase in environmental awareness and that of the client. In the current context, both as suppliers and clients, we choose to work with partners that promote the circular economy.

Maximization of the useful life of products with washing and sanitizing in ITURRI laundries (temporary garments or garments in good condition).



Project 2. Management of post-industrial waste in apparel

One of the main wastes from textile manufacturing is the fabric left over after the cutting process. For this reason, sending it to the fabric and/or yarn manufacturer and its subsequent processing into a new element that is reincorporated into the production process is one of the priority projects for ITURRI.

On one hand, the start-up in 2021 of new cutting machines has allowed, during 2022, the optimization of the cutting process to minimize the waste generated in this part of the production process; and, on the other hand, we are working with different partners to manage post-industrial waste, which at the same time reduces our consumption of virgin raw materials.

Circular economy in the Emergency Vehicles Division

Different materials are used in the manufacture of vehicles, but one of the most important is Ecopolyfire, a recyclable plastic material with which ITURRI manufactures bodies and tanks for fire trucks.

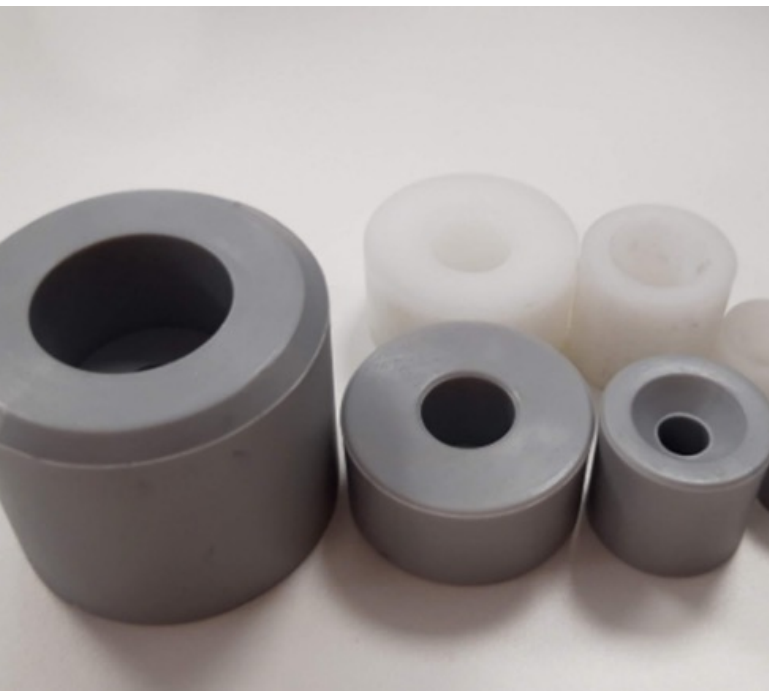
Aluminum, wood, paper and tire waste are managed by the waste management company to become part of new production processes suitable for each of them.

Likewise with Ecopolyfire, the agreement signed with the supplier of this material allows the waste to be used by other companies and in other processes, and finally to be transformed into other products such as drums or tanks.

There are two lines of work on Ecopolyfire waste at ITURRI:

- The use of this material waste for the manufacture of new parts, especially those used in the support of new vehicles. Currently, the parts are manufactured with virgin material mixed with recycled material; however, new projects are aimed at increasing the proportion of recycled material in the parts.
- ITURRI has started to collaborate with a partner that uses this waste to reintroduce it into its own production processes to manufacture new materials for agricultural use¹¹.

In addition to these projects, ITURRI is committed to innovation and to continue advancing in the development of our products from a sustainable point of view. The sustainable packaging project and advances in innovation are some of them:



¹¹ This action has been carried out in 2023.

Sustainable Packaging:

Due to the great problem of plastic waste management, ITURRI is promoting new packaging systems throughout the production of clothing and footwear, and reducing wherever is possible. This also helps to comply with the new plastic tax that has come into force in 2023, alleviating the tax burden that normal packaging could entail.

The new Royal Decree regulating packaging and packaging waste has promoted the creation of SCRAP platforms for packaging waste management.

In the new Logistics Center, packaging tests are already underway using a recycled plastic with a perforated structure, which saves material due to its structure without compromising the technical characteristics of the material.

In the area of Renting, packaging improvements consist of replacing the previous bags and/or packaging, made of virgin LDPE plastic, with others made of recycled LDPE or the complete elimination of the use of plastics according to our customers' needs. In addition, the collection system of these new bags guarantees their return and reuse for a period that we estimate can reach up to 4 years.

Given the wide diversity of needs and requirements of our clients, ITURRI has continued to make progress in the development of a packaging catalog in which sustainable alternatives for all ITURRI productions and the corresponding environmental impacts of each of the different types of packaging, as well as the cost of the options for a correct evaluation by the client and to facilitate their choice.

In the footwear production line, we have worked on weight reduction and the use of materials for packaging and, on the other hand, the substitution of plastic materials for Kraft paper or recycled cardboard.

Research, Development and Innovation:

This strategy represents the impulse, growth and vanguard in ITURRI. With investment in R+D+i we seek a positive impact on society and the company.

Investment is a central element, but not enough. It is also very important to look for partners, support and collaborators that make the path easier, as well as public or private entities that have similar values and objectives, and from this synergy a mutual benefit can be obtained and creates shared value. In other words, the benefit should impact the society.

As a result of this work, ITURRI has established agreements with different research centers or universities and has incorporated experimental techniques such as 3D printing or research into materials for the business sector or applications for mobility control.

After the elaboration of a map of the global mobility situation of ITURRI, and an analysis of solutions, ITURRI has defined a project for 2022, which has been launched in 2023, in which, **through an app, a more efficient and sustainable transport between homes and workplaces is promoted**. The main objective is to reduce the carbon footprint associated with mobility and, in parallel, generate a positive impact on air quality, healthy habits or traffic and public space decongestion.

The pilot project will be developed in the Utrera centers (vehicles, logistics center and cables and hoses), the footwear factory in La Palma, central Seville and Poland, a representative number of ITURRI's people (around 600).

People who use more sustainable transport among the different existing modes (bicycle, public transport, scooter, carpooling, etc.) will receive points and will be entered into rankings and subsequent prize draws.



Ecodesign. Footwear factory

Reduction of environmental impact, circular economy, inclusion of more sustainable materials, reduction of emissions, are just some of the criteria included in eco-design. Criteria that ITURRI is developing for inclusion in its production.

In collaboration with several partners, the footwear area is conducting an exhaustive analysis of materials and suppliers in search of a product that meets the above criteria. In addition, all this information will help to calculate the first product carbon footprints for the most widely used and/or sold models of safety and military footwear.

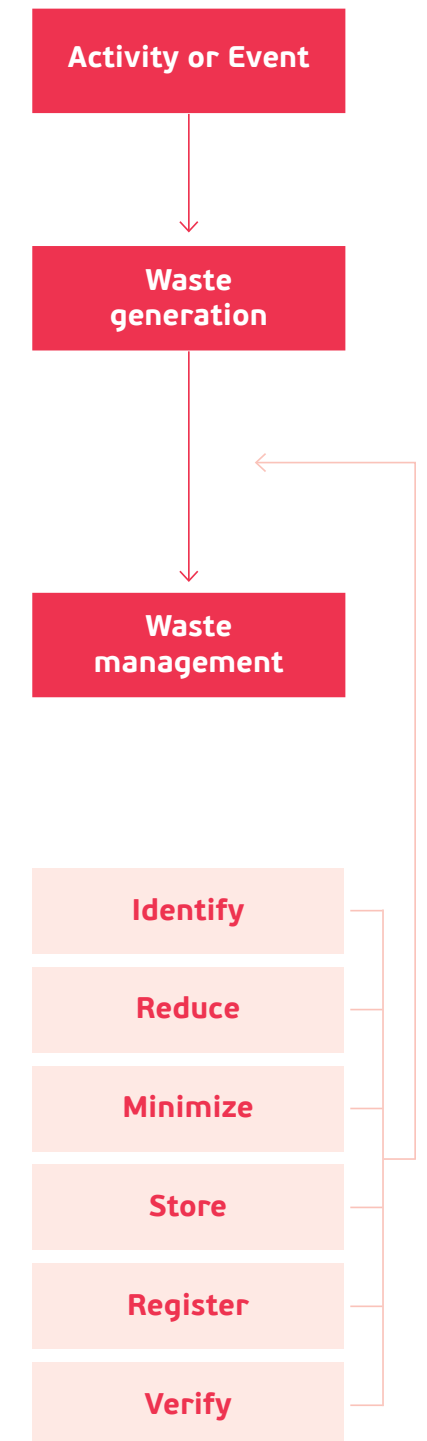
Collaboration with partners to develop new technologies and innovative and sustainable business models:

- Collaboration with a consulting company for the development of water reuse technology in industrial processes. The projects carried out reduce water consumption by up to 95%.
- Alliance with university startups for the development of infrared technologies in industry. The know-how of the company and the resources of ITURRI make possible the development of cameras for gas leak detection, detection of unburned particles in plumes or “dead man detection” function for prevention of occupational hazards in refineries.
- Development of new extinguishing agents, less polluting and less toxic for people.
- Development of alternative energy vehicles for refueling at airports (Dispenser). Vehicles powered by electric energy or hydrogen, which contribute to the reduction of emissions and pollution.

Waste prevention and management

To ensure the correct management of waste generated in the company’s different branches and to promote good environmental practices and awareness of environmental protection, ITURRI’s Quality, Sustainability and Continuous Improvement department has drawn up a **Waste Management Plan**, which establishes the procedure to be followed for the identification, minimization, storage and control of waste.

The application of this procedure is carried out in those delegations where waste is generated, both hazardous and non-hazardous, or is mandatory in response to a legal requirement or customer request.



Waste by type and treatment method

HAZARDOUS WASTE		
WASTE	TREATMENT	Weight (in kg)
Contaminated rags	Main use as fuel or other form of energy production	3,669
Contaminated metal containers	Recycling or recovery of organic substances	3,749.99
Contaminated plastic containers	Recycling or recovery of organic substances	308.32
Cabin filters	Conditioning prior to valuation	42
Used Oil	Regeneration or other new use of oils	5,135
Non Halogenated Solvent	Solvent recovery or regeneration	1,785
Expired Organic Chemicals (FOAMOGEN)	Storage of waste awaiting recovery	100.02
Shot Blasting Residues	Storage of waste awaiting recovery	280
Oil filters	Recycling or recovery of metals and metal compounds	483
Aerosols and sprays	Recycling or recovery of metals and metal compounds	52.99
Laboratory reagents	Main use as fuel or other form of energy production	10
Contaminated sepiolite	Recycling or recovery of organic substances not used as solvents	40
Other acids	Regeneration of acids or bases	6
Waste Electrical and Electronic Equipment WEEEs	Storage of waste awaiting recovery	405
Oily water from separators	Storage of waste awaiting recovery	167
Gases in pressure vessels	R13 Intermediate operations with final destination for recovery	264
Adhesive and sealant wastes	R13 Intermediate operations with final destination for recovery	27
Paint and varnish wastes	R13 Intermediate operations with final destination for recovery	1,794
Suction filter sleeves	R13 Intermediate operations with final destination for recovery	100
Residues from paint and varnish stripping or removal	R13 Intermediate operations with final destination for recovery	113
Organic wastes containing hazardous substances	R13 Intermediate operations with final destination for recovery	1
Batteries	R12 Conditioning prior to valorization	9*

* The amounts collected by the external waste company are contemplated; the data of the municipal company’s collection are not included.



NON-HAZARDOUS WASTE		
WASTE	TREATMENT	Weight (in kg)
Wood	Storage of waste awaiting recovery	50,680
Plastic	Storage of waste awaiting recovery	27,710
Urban Solid Waste ¹²	Storage for disposal	24,474
Scrap	Storage of waste awaiting recovery	0
Aluminum	Storage of waste awaiting recovery	0
Ferrous metals	Storage of waste awaiting recovery	0
Paper and Cardboard	Storage of waste awaiting recovery	100,367
Textiles	Storage of waste awaiting recovery	54,147
Biodegradable Pruning waste	Storage of waste awaiting recovery	0
Toner	Storage of waste awaiting recovery	27

12 Contains kg of scrap, aluminum, and ferrous metals.

5.4 Sustainable use of resources

Used materials

The different processes associated with ITURRI’s activity entail the use and consumption of different types of raw materials and materials. In this sense, the most significant raw materials and materials for ITURRI are:

Most significant raw materials and materials		
	Quantity	Units
Clamp	58,716	Package
	45,427	Unit
Oil	11	Drum
	1,815	Liter
Acetone	129	Unit
	190	Liter
Adapters	2,132	Par
	68	Unit
Adhesives	120	Box
	714	Kilogram
	4,220	Liter
	2	Square meter
	746	Unit
Alfileres	169	Unit
Rugs	219	Box
	17,000	Unit
Apeaker	429	Unit
Washers	174	Bag
	481,628	Unit
	825,740	Box
	4,212,699	Miles
	1,084,498	Unit
Bags	1.443.111	Unit

Most significant raw materials and materials		
	Quantity	Units
Buttons	1,896,527	Unit
Bridas	200	Box
	364,551	Unit
Brochure	2,400,606	Unit
Cables	1,106,504	Metro
	223,323	Unit
	80.318	Box
Tapes	2.673.084	Metro
	690.419	Rolls
Strand	17,552	Unit
	225,786	Metro
	64,407	Metro
Foam	22,442	Square meter
	377	Miles
Labels	25	Rolls
	3,587,549	Unit
Headlights	623	Unit
Filters	77,638	Unit
Lamps	480	Unit
Brochures	149,853	Unit
Fuse links	9,711	Unit
Hooks	1,581,117	Unit

Most significant raw materials and materials		
	Quantity	Units
Threads	36	Box
	223,597	Cone
	Insole	Kilogram
	4,799,496	Metro
Joints	36	Rolls
	610	Metro
	350	Rolls
Insole	28,301	Unit
	102,281	Par
Reflectants	177,200	Box
	Rivets	Metro
	Splits	Rolls
	2,008	Unit
Rivets	1,104	Box
	2,024	Thousands
	1,883,484	Unit
Splits	109,257	Square foot
Silicones	1,272	Box
	106	Unit
Supports	29,244	Unit
Spray	2,206	Unit
Soles	170,795	Par
Caps	5	Package
	17,611	Unit
Lids	123	Box
	143,757	Unidad
Fabrics	858	Kilogram
	92,336	Metro
	71	Rolls
	18,373	Unit

Most significant raw materials and materials		
	Quantity	Units
Tensioners	27,508	Unit
Reflective texts	21,630	Unit
Inks	415	Litro
Straps	43,290	Metro
	359	Unit
Tops	224,882	Par
	303,55	Unit
	579,227	Box
Screws	48,100	Package
	116,164	Unit
Transfer	812,321	Unit
Pipes	95,863	Metro
	8,583	Unit
Nuts	410,908	Box
	181,454	Unit
Valves	10,020	Unit
Rod	320	Kilogram
	3,066	Metro
	4,811	Unit
Velcro	222,103	Metro
	254,500	Rolls
	10,317	Unit

Energy consumption

The organization’s energy consumption is related to fuel consumption and electricity consumption.

Energy consumption within the organization		
Non-renewable fuel type	Unit (2021)	Unit (2022)
Diesel	425,189 liters	316,515 liters
Gasoline	86,406 liters	110,219 liters
Gas*	132,326 m³	60,658 kg

*Only 4 of the ITURRI companies consume gas. As of NFIS 2022, it has been decided to report data in kg. In addition, the following shows the breakdown by type of gas, of the different centers, because not all have the same global warming potential.

- Poland: 50,786 kg of propane.
- Germany (Cologne): 8,002 kg of natural gas.
- Germany (Wilsdorf): 891 kg of propane.
- Utrera (Spain): 979 kg of LPG.

Energy consumption within the organization

The increase in electricity consumption with respect to 2021 is due to a significant increase in the volume of production, especially of firefighting vehicles and workwear and uniforms.

Total direct consumption of electrical energy*	
2021	2022
3,002,434 kWh	5,163,086 kWh

*For the ITURRI companies with the lowest electricity consumption, an estimate has been made, which has consisted of calculating the average consumption values for the months of January and December, multiplied by the 12 months of the year.

Energy efficiency measures

ITURRI continues, during the year 2022, to modify in phases the type of traditional lighting in the buildings for LED type lighting, as a result of the energy audits carried out in 2020. In addition, it continues to work along the lines of implementing a culture of savings in terms of the organization’s heating and air conditioning systems.

The energy transition process is a global trend and ITURRI joins it with the installation of photovoltaic panels in 3 centers for self-consumption energy generation. ITURRI will thereby achieve a reduction in energy acquisition costs, which will also be covered by renewable energy. In 2023, ITURRI has signed an agreement with its trading company to acquire all its energy with a Guarantee of Renewable Origin. This measure means that its CO2 emissions associated with energy consumption will henceforth be zero.

Electric recharging points are being installed for vehicles which, at the same time, allow us to comply with Royal Decree Law 29/2021 on the promotion of electric mobility. At present, there are recharging points at the central offices, the Hospitalet headquarters and the Logistics Center, but there are plans to progressively install them in more centers. This is due to the planned electrification of the fleet, which began in 2022.



Water consumption

Water consumption in ITURRI is mainly associated with human consumption for sanitation, with the exception of the Total Care business, which consumes water for washing customers’ garments.

Water consumption	
2021	2022
14.221 m³	16.806 m³



ITURRI has a Renting service with laundries that are implementing sustainability measures in the process, these measures include:

- Recovery of rinse water, currently 40%.
- Use of washing products without chemical components.
- Installation of solar panels for electricity consumption of the installation.

5.5 Climate change

Global warming and climate change have emerged as a key sustainable development issue. Many governments are taking steps to reduce their GHG emissions through national emissions trading policies, voluntary programs, carbon taxes and/or energy efficiency and emissions regulations and standards.

As a result, companies must be able to understand and manage the risks associated with GHG emissions, to ensure long-term successful performance in a competitive business environment, and to adequately prepare for future national and international policies related to climate protection.

ITURRI, which is aligned with this need for climate protection and the importance of actively contributing from the improvement of its activity, has been measuring its footprint in its Central since 2016, implementing reduction and compensation plans, which has led it to consecutively obtain the MITECO¹³ seals of **CALCULATE, REDUCE, COMPENSATE**.

With the objective of continuous improvement, since 2021, ITURRI wanted to go further in its contribution and establish high impact reduction plans, in addition to measuring its Scope 3 emissions at a global level, in all its centers and activities. Training about the carbon footprint is also provided to employees and departments.

Initially, during 2021, a **Pre-assessment corporate carbon footprint report**, also called Significance Analysis, was prepared in order to identify the main sources that have an impact on the carbon footprint generated by the activity.

The tasks carried out within the framework of the project are as follows:

- Contextualization of ITURRI’s priority Business Units.
- Identification of the main actors involved in the carbon footprint calculation.
- Definition of the scope and limits of the study.
- Establishment of communication channels for the collection of activity data.

The result of this significance analysis pointed out as significant sources of emissions:

- Imported energy
- Internal transportation
- External transportation
- Upstream transportation of products and raw materials
- Downstream transportation of products and raw materials
- Used products: industrial goods
- Garment disposal

2022 has been an intense year to create the protocols for collecting all this data globally, and to be able to verifiably measure our impact.

Following the guidelines of the UNE-EN ISO 14064-1:2019 standard, ITURRI is consolidating its emissions under the operational control approach, i.e. where it exercises control over any operation if it has full authority to introduce and implement its operational policies in the operation. **In 2022 it submitted the 2021 emissions inventories for Spain and international sites¹⁴**. This inventory has been verified during 2023. Each year ITURRI will carry out this analysis and measurement of its carbon footprint, with the objective of reliably analyze where to act to maximize the reduction of its footprint and reach the objective of climate neutrality in 2050.

13 Ministry for Ecological Transition and the Demographic Challenge.
14 With the exception of the Wilnsdorf (Germany) gas inventory, which was submitted in early January 2023.

Carbon Footprint of the Organization

The following shows the carbon footprint of the ITURRI Organization in all categories, including Scope 3, both for Spain and the international headquarters, which are present in the Organization's Greenhouse Gas Emissions Inventory reports. The data presented are for the year 2021, the latest available at the time of preparing the NFIS 2022.

España

Inventory Category GHG	Emission focus	Description of focus	Emissions (tCO ₂ e)	%
1. Direct GHG emissions	Fugitive Emissions	HFC leaks in air conditioning equipment	0.49	0.00%
	Combustion in stationary sources	Boilers and generators sets	30.33	0.18%
	Combustion in mobile sources	Vehicle fleet	506.79	3.04%
		Trucks and machinery	0.72	0.00%
		Testing of fire trucks	102.89	0.62%
2. Indirect GHG emissions from imported energy	Electricity consumption		448.67	2.69%
3. Indirect GHG emissions from transportation	Internal transportation	Mobility of employees to the work center	1,029.46	6.17%
		Travel of sales representatives and employees	144.84	0.87%
	External transportation	Business travel by train	22.99	0.14%
		Business travel by plane	507.34	3.04%
	Transportation of products and main raw materials	Upstream transportation (supply)	5,912.15	35.43%
		Downstream transportation (procurement)		
4. Indirect GHG emissions by products used by the organization	Goods and materials consumption	Paper consumption	16.26	0.10%
		Cardboard boxes consumption	27.85	0.17%
		Raw materials consumption	7,811.15	46.79%
	Management of generated waste		24.39	0.15%
5. Indirect GHG emissions from the use of the organization's products	External laundry	Water consumption	3.61	0.02%
		Electricity consumption	41.25	0.25%
6. Indirect GHG emissions from other sources	Overnight stays	Hotel accommodations	61.38	0.37%
TOTAL			16,695.58	100%

International Headquarters:

Inventory Category GHG	Emission focus	Description of focus	Emissions (tCO ₂ e)	%
1. Direct GHG emissions	Fugitive Emissions	HFC leaks in air conditioning equipment	23.08	0.50%
	Combustion in stationary sources	Boilers	120.78	2.63%
		Generators sets	3.27	0.07%
	Combustion in mobile sources	Vehicle fleet	625.66	13.60%
		Trucks and machinery	16.97	0.37%
2. Indirect GHG emissions from imported energy	Electricity consumption		734.23	15.97%
	Heat consumption		10.81	0.24%
3. Indirect GHG emissions from transportation	Transportation of materials and products	Goods transport: Upstream	285.40	6.21%
		Goods transport: Downstream	873.30	18.99%
	Internal transport	Employee mobility	125.60	2.73%
	External transportation	Business travel	284.56	6.19%
4. Indirect GHG emissions by products used by the organization	Consumption of goods and materials	Water consumption	2.46	0.05%
		Paper consumption	10.07	0.22%
		Cardboard boxes consumption	14.73	0.32%
		Materials consumption	1,432.25	31.14%
	Management of generated waste		24.07	0.52%
5. Indirect GHG emissions from the use of the organization's products	External laundry	Water consumption	0.01	0.00%
6. Indirect GHG emissions from other sources	Overnight stays	Hotel accommodations	34.67	0.75%
TOTAL			4,598.84	100%

GLOBAL CARBON FOOTPRINT
IN TONS OF CO₂ EQUIVALENT
21,294

As a result of this study, a **Reduction Plan** has been developed, in addition to the existing one, where the following priorities are being worked on:

- Freight transportation
- Procurement of material
- Mobility
- Travel
- Electricity

The **Reduction Plan** establishes different concrete measures for the different carbon footprint factors mentioned above.

- A new internal air freight approval procedure has been created for the transport of goods, and rail transport has been prioritized over air transport for passenger transport.
- Another factor that most contributes to the carbon footprint is the acquisition of materials and raw materials, for which we are working on the search for new suppliers, a sustainable purchasing protocol that applies eco-design criteria and the incorporation of recycled materials.
- For mobility, a mobility map has been drawn up, the number of flights for business and meetings has been reduced, the use of the train has been boosted, the number of face-to-face and Teams meetings has been reduced, the use of carpooling has been promoted, and various mobility applications have been analyzed, with the pilot that was already begun in 2023.
- In 2022, we have made the transition to renewable sources of electricity, which will become operational in 2023, such as three photovoltaic energy installations and a change of contract with an electricity trading company for the purchase of energy with certified Guarantee of Origin.

GHG emissions (Scope 1 and 2) ¹⁵

The following are the Scope 1 and 2 greenhouse gas emissions recorded under the CALCULATE, REDUCE, COMPENSATE certification of the ITURRI power plant and registered with MITECO.

Emission factors: Ministry for the Ecological Transition of the Government of Spain.

Scope 1 direct emissions

associated with ITURRI's activity are related to the fuel consumption of the vehicle fleet in the Andalusia area.

Direct GHG emissions (Scope 1) in tons of CO ₂ equivalent	
2021	2022
31.78	14.23

Scope 2 indirect emissions

are related to the energy consumption of the ITURRI power plant.

Direct GHG emissions (Scope 2) in tons of CO ₂ equivalent	
2021	2022
93.82	100.52

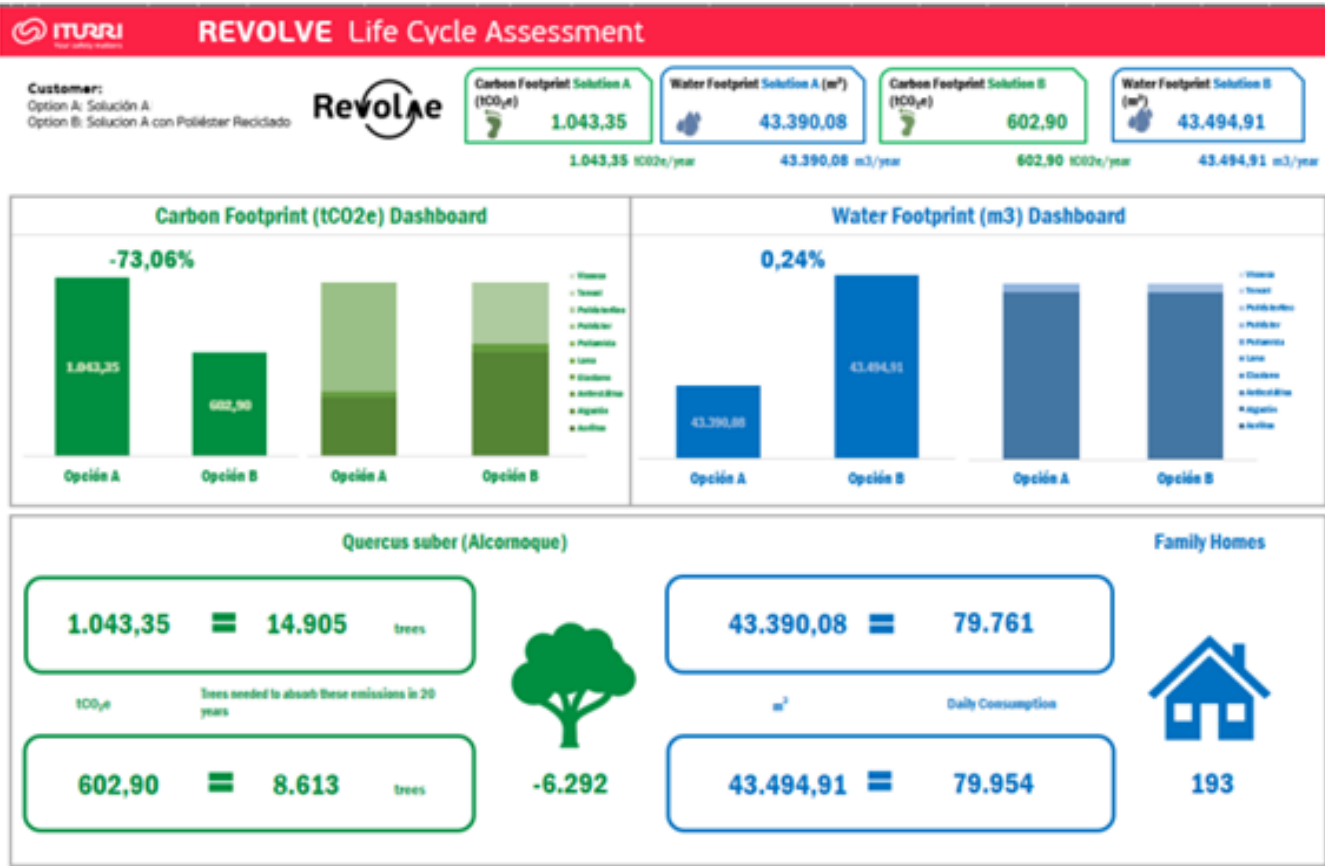
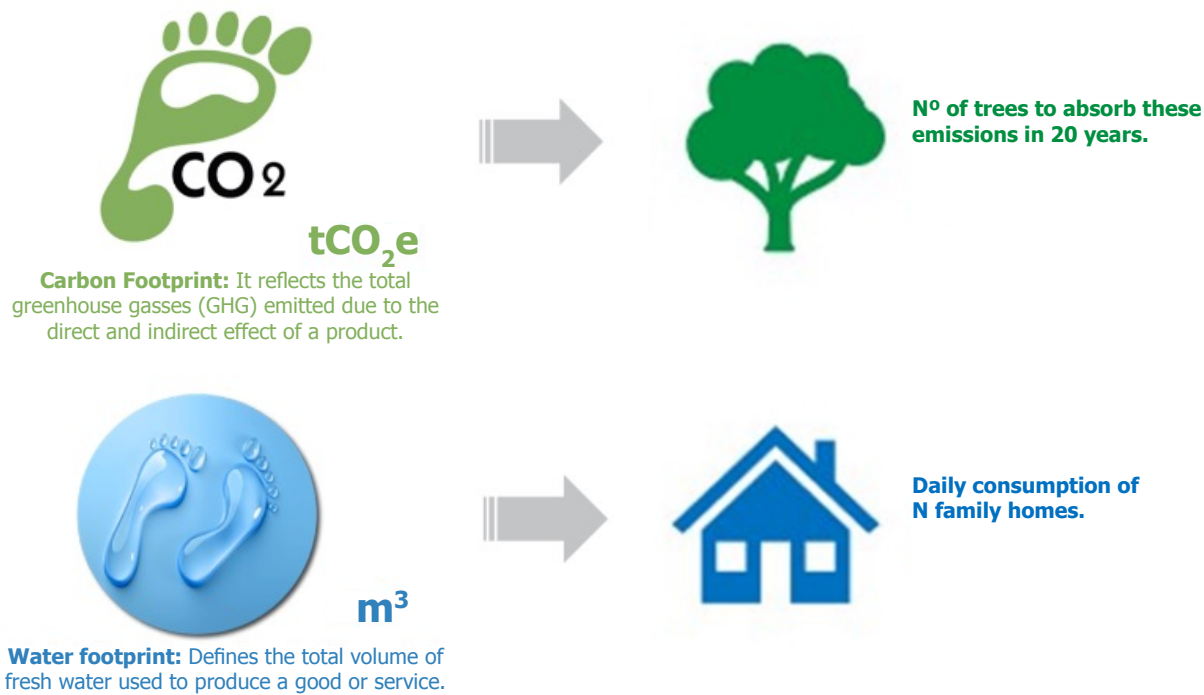
¹⁵ Scope 1 and 2 emissions shown below are those of the Seville plant, which are audited at the time of preparing the NFIS.

Product Carbon Footprint

With this goal in mind, ITURRI has **Revolve LCA (Lyfe Cycle Assessment)** for the analysis of the life cycle of the PRODUCT, measuring from the origin of the raw materials to its end of life. It is based on international standards, and allows:

- **Comparison** between solutions from the sustainability angle.
- ITURRI and each client’s development, which fosters **innovation**.
- Establish **cost-saving plans with a better impact on sustainability**.

The tool offers the calculation of the Carbon Footprint and Water Footprint of the product throughout its life cycle, allowing ITURRI and its client to have a reference of the contribution to the Environment in the decision making process of choosing one solution or another, with easily understandable criteria such as the number of trees needed to absorb its emissions in 20 years for the carbon footprint, and its water consumption in m³ with the comparison of daily consumption of family homes in the water footprint.



Emissions reduction

The line of projects to reduce ITURRI’s environmental impact and its global expansion, is part of its SDG agenda for 2030, where all centers and activities are included in this systematic emissions reduction and control, being a priority of the Sustainability strategy, with the objectives:

- Reduction of emissions by 55% in 2030, compared to 2016 data.
- Carbon neutrality by 2050.

WITH REGARD TO THE EVOLUTION OF THE DATA, ITURRI CONTINUES TO REDUCE ITS EMISSIONS INDICATOR¹⁶ FOR ANOTHER YEAR.

IN 2022 THE CO₂EQ EMISSIONS RATIO HAS BEEN REDUCED BY 20%. vs. BILLING AND BY 27% THE RATIO OF EMISSIONS VERSUS THE NUMBER OF WORKERS.

16 The data are from Seville, which are audited at the time of the preparation process of the NFIS. For the comparability of the reduction of emissions, also taking into account the invoicing, the year 2016 is taken into account.

5.6 European regulation on sustainable investments

The European Union is promoting the Action Plan on Financing Sustainable Growth as the roadmap for promoting sustainable finance. This includes the creation of the European Taxonomy, a tool that classifies economic activities according to their potential impact and contribution to sustainability.

In relation to the Taxonomy, in its environmental variable, it proposes the identification of economic activities that can contribute to 6 environmental objectives:

- Climate change mitigation
- Adaptation to climate change
- Sustainable use and protection of water and marine resources
- Ttransition to a circular economy
- Pollution prevention and control
- Protection and recovery of biodiversity and ecosystems

It establishes a series of requirements, which, if met, will qualify an activity as sustainable, allowing companies, investors and regulators to obtain more uniform information regarding the activities that contribute to the achievement of environmental objectives. This regulation establishes reporting requirements for companies that are required to publish their Non-Financial Information Statements.

The regulatory framework of the Taxonomy is currently defined by the following regulations:

- Regulation (EU) 2020/852 of June 18, 2020, on establishing a framework to facilitate sustainable investments.
- Delegated Regulation (EU) 2021/2139 of June 4, 2021, which establishes the technical selection criteria for determining the conditions under which an economic activity is deemed to make a substantial contribution to climate change mitigation or adaptation, and for determining whether that economic activity does not cause significant harm to any of the other environmental objectives. (Regulation as amended by Delegated Regulation 2022/1214 as of January 1, 2023).
- Delegated Regulation (EU) 2021/2178 of July 6, 2021, specifying the content and presentation of information to be disclosed by companies regarding environmentally sustainable economic activities, and specifying the methodology for complying with the disclosure obligation. (Regulation as amended by Delegated Regulation 2022/1214 as of January 1, 2023).
- Delegated Regulation (EU) 2022/1214 of 9 March 2022 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards public disclosure of specific information on those economic activities. It is mandatory as of January 1, 2023.

In order to determine the level of environmental sustainability of an investment, an economic activity will be considered environmentally sustainable when:

- Contributes substantially to one or more of the following environmental objectives
- Does not cause any significant detriment to any of the environmental objectives
- Is carried out in accordance with the minimum social guarantees
- Complies with the technical selection criteria for each environmental objective. Currently, only the technical criteria for the first two objectives are described: climate change mitigation and adaptation to climate change (Delegated Regulation 2021/2139).

According to Delegated Regulation 2021/2178, an **eligible activity** is an economic activity described in the delegated acts adopted to determine the technical criteria, regardless of whether that economic activity meets any or all of the technical selection criteria. Currently only the technical criteria for the first two objectives are described: mitigation of climate change and adaptation to climate change (Delegated Regulation 2021/2139).

In the case of the ITURRI Group, the economic activities carried out, and their classification as eligible or ineligible, are as follows:

CNAE (2009)	NACE	Activity	Eligible / ineligible
46.42	4642	Wholesale trade of garments and footwear	Ineligible activity
29.10	2910	Manufacture of motor vehicles	Eligible activity
46.90	4690	Non-specialized wholesale trade	Ineligible activity
14.12	1412	Manufacture of work clothes	Ineligible activity
96.01	9601	Washing and cleaning of textile and leather garments	Ineligible activity
68.20	6820	Renting of real estate for own account	Ineligible activity

6

SOCIAL AND PERSONNEL MATTERS

6.1 Staffing structure

The ITURRI workforce has a total of **1,695 employees** in Europe, North Africa and Latin America, of which 1,072 are men (63%) and 623 are women (37%).

In terms of age, the majority of the workforce is concentrated in the 30 to 49 age range, representing 64.7% of the total.

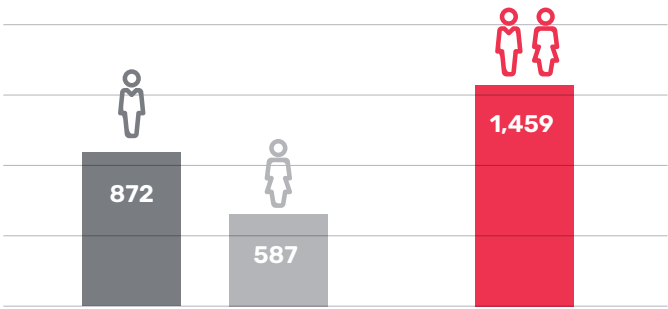
Regarding the professional categories, it should be noted that 59.1% of the workforce is in the operating personnel group, which is the most numerous and significant one, followed by the Technician group with 29.7%.

It should be noted that, in general, the same percentages are maintained at the macro level of the 2020 and 2021 data, in relation to the most representative age range and the most numerous professional categories.

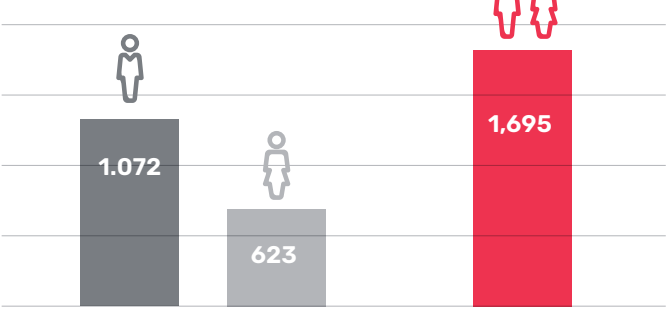
REGARDING THE RATIO OF MEN TO WOMEN, AN INCREASE OF 6.1% IN THE PERCENTAGE OF WOMEN COMPARED TO THE PREVIOUS YEAR STANDS OUT.

Worldwide workforce

Staff by gender 2021

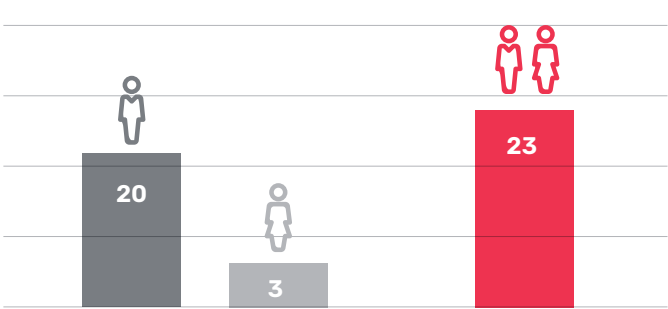


Staff by gender 2022

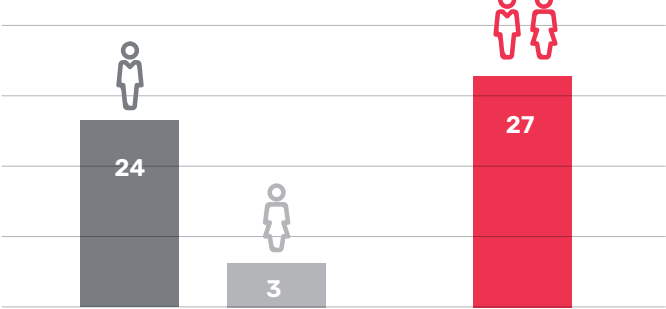


Worldwide workforce

Working people with functional diversity 2021



Working people with functional diversity 2022



Staff by country

Staff by gender in Spain		
	2021	2022
Men	572	776
Women	175	206
Total number of workers	747	982
Staff by gender in Poland		
	2021	2022
Men	40	50
Women	57	76
Total number of workers	97	125
Staff by gender in Morocco		
	2021	2022
Men	164	38
Women	101	278
Total number of workers	265	316
Staff by gender in Brazil		
	2021	2022
Men	42	63
Women	14	27
Total number of workers	56	90
Staff by gender in Germany		
	2021	2022
Men	98	98
Women	24	27
Total number of workers	122	125

Distribution of the workforce worldwide

Staff distribution by gender, age and professional category in ITURRI										
Age	from 18 to 29 years old		from 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction*	0	0	0	0	5	3	11	0	2	0
Commercial	3	0	14	1	35	2	20	2	9	0
Technician	32	30	93	50	106	76	69	27	17	4
Support	5	6	10	13	11	19	7	7	3	0
Operator	87	56	194	128	210	125	112	69	16	4
TOTAL	127	92	311	193	366	226	220	106	47	8

*The Management category includes the Coordination Committee and the Executive Committee.

Distribución de la plantilla por países

Distribution of the workforce by gender, age and professional category in Spain										
Age	from 18 to 29 years old		from 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction	0	0	0	0	5	3	11	0	2	0
Commercial	2	0	6	2	20	1	11	2	5	0
Technician	16	10	62	24	75	50	54	17	13	0
Support	3	3	8	5	7	11	6	4	1	0
Operator	54	8	145	23	171	22	89	19	11	2
TOTAL	75	21	221	53	278	87	171	42	31	2

Distribution of the workforce by gender, age and professional category in Poland										
Age	from 18 to 29 years old		from 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction	0	0	0	0	0	0	0	0	0	0
Commercial	1	0	0	0	4	2	1	0	0	0
Technician	4	3	8	8	10	7	2	0	0	0
Support	0	0	1	3	2	3	0	0	0	0
Operator	3	7	7	20	5	15	2	7	1	0
TOTAL	8	10	16	31	21	27	5	7	1	0

Distribution of the workforce by gender, age and professional category in Morocco										
Age	from 18 to 29 years old		from 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	0	0	0	0	0	0	0	0
Technician	1	7	2	10	2	6	1	1	0	0
Support	1	1	1	2	2	0	0	0	0	0
Operator	10	38	12	83	7	85	0	44	0	1
TOTAL	12	46	15	95	11	91	1	45	0	1

Workforce distribution by gender, age and professional category in Brazil										
Age	from 18 to 29 years old		from 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	3	0	2	1	0	0	0	0
Technician	3	7	9	3	9	4	2	0	0	2
Support	1	2	1	4	0	1	0	0	0	0
Operator	9	1	14	3	8	0	2	0	0	0
TOTAL	13	10	26	10	19	6	4	0	0	2

Distribution of the workforce by gender, age and professional category in Germany										
Age	from 18 to 29 years old		from 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	4	0	4	1	2	0	4	0
Technician	8	3	8	2	7	3	7	5	3	2
Support	0	0	0	0	0	3	2	3	2	0
Operator	5	0	8	0	15	3	14	1	5	0
TOTAL	13	3	21	2	25	10	26	9	14	2

Total number and distribution of employment contracts worldwide:

ITURRI promotes stable hiring. In this sense, **75.2%** of the workers have a permanent contract, **24.2%** have a temporary contract and **0.6%** have an internship contract.

ITURRI PROMOTES STABLE HIRING.

Distribution of the workforce by type of contract and gender at ITURRI												
	Partial Indefinite		Complete Indefinite		Partial temporary		Full temporary		Partial internships		Complete Internships	
Year	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2021	4	23	739	330	91	11	181	70	1	0	3	6
2022	5	27	747	495	106	13	210	81	1	0	3	7

Distribution of the workforce by type of hiring, gender and age at ITURRI										
Age	from 18 to 29 years old		rom 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Hiring	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Partial Indefinite	0	0	0	9	0	17	1	1	4	0
Complete Indefinite	77	25	138	212	327	179	180	74	25	5
Partial temporary	26	5	29	4	4	1	43	3	4	0
Full temporary	72	21	82	35	52	24	0	1	4	0
Partial internships	0	0	0	0	1	0	0	0	0	0
Complete Internships	2	1	1	3	0	3	0	0	0	0
TOTAL	177	52	250	263	384	224	224	79	37	5

Dismissals by gender, age and professional category at ITURRI										
Age	from 18 to 29 years old		rom 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Dirección	0	0	0	0	0	0	0	0	0	0
Comercial	0	1	0	0	1	0	1	0	0	0
Técnico	0	0	7	0	2	0	6	0	1	0
Soporte	0	1	0	0	0	0	0	0	0	0
Operario	2	0	8	2	13	1	8	1	2	0
TOTAL	2	2	15	2	16	1	15	1	3	0



6.2 Compensation policy

Average remuneration of workers worldwide

Average remuneration by gender, age and professional category Worldwide										
Age	from 18 to 29 years old		rom 30 to 39 years old		from 40 to 49 years old		from 50 to 60 years old		Over 60 years old	
Professional category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Direction	0	0	0	0	232,156	151,665	162,102	0	166,287	0
Commercial	35,642	0	57,920	47,244	96,784	32,236	117,889	94,938	113,580	0
Technician	30,483	18,507	39,945	31,113	44,498	36,607	53,303	44,058	61,968	30,819
Support	16,209	21,991	34,853	38,014	54,632	40,598	59,744	51,536	89,931	0
Operator	22,120	8,758	29,369	10,347	35,818	10,808	40,706	11,530	43,149	17,782

Average remuneration per job position worldwide

Average remuneration per GLOBAL job position (2022)		
Professional category	Men	Women
Direction	165,198.07	122,019.58
Commercial	89,093.50	51,069.94
Technician	42,981.33	32,659.58
Support	47,561.42	38,553.93
Operator	31,864.92	10,530.06

Average remuneration of advisors and management team worldwide

Average remuneration of directors and management team at ITURRI				
	Men		Women	
	2021	2022	2021	2022
Advisors	185,514.00	158,494.00	-	-
Management team*	148,730.00	184,992.00	-	-

*The management team is made up of the organization's Executive Committee.

Global wage gap

The causes of the wage differences between men and women are mainly based on the difference in seniority in the company and the reduction in working hours.

In this sense, ITURRI's remuneration policy is strict and very clear with respect to fair remuneration and without discrimination based on sex, race or any other type.

Wage gap by occupational category WORLDWIDE*		
Professional category	2021	2022
Direction	33,04	26,14
Commercial	37,83	42,68
Technician	20,00	24,01
Support	48,61	18,94
Operator	69,29	66,95

*The calculation of the wage gap has been made using the formula: (men's remuneration - women's remuneration) / men's remuneration) x 100.

ITURRI IS STRICT AND VERY CLEAR ABOUT FAIR REMUNERATION WITHOUT DISCRIMINATION ON THE BASIS OF SEX, RACE OR ANY OTHER KIND.



6.3 Conciliation and work organization

As established internally, both the weekly working hours, as well as the overtime that is performed, **must not exceed, in any case, the legal limit established by the legislation in force, in each country where ITURRI carries out its activity.**

With regard to the **organization of working time**, ITURRI S.A. (parent company) establishes a flexible work schedule, offering employees different options:

- Mornings with flexible entry time.
- Possibility of reducing the meal time to bring forward the departure time.
- Possibility of intensive working hours for people in legal guardianship.
- Possibility of working from home.

After the COVID-19 period, the mentality of companies and workers has changed with respect to the flexibility and opportunities that teleworking can offer, with clear benefits for both parties. That is why at ITURRI, in its willingness to listen to all parties, in November 2021 a survey was conducted, to find out the team’s opinion on the hybrid work formula that was being tested. Once the responses had been analyzed, the **new Telework Policy has been in force since March 1, 2022.**

Each worker has a maximum of 6 days per month of Home Office, performing their work function remotely and following the work schedule. The established rules allow the voluntary nature of teleworking or not, allows alternation with the office so as not to lose contact and teamwork, a key element in ITURRI’s values, and helps the worker in their work-life balance needs.

Following this willingness to listen, and the changes generated in the mentality of people in recent years, it is **very important to know the opinion, vision and motivations of the workers** in relation to their place in ITURRI, and how they feel. To this end, a survey was carried out in June 2022 with the aim of identifying those aspects in which to improve and offer the best possible environment, and to see the reputation of ITURRI as perceived by the team¹⁷.

Reconciliation measures

ITURRI, based on the regulatory frameworks established by labor legislation, develops the measures applied that aim to **ensure the work, family and personal life conciliation, and promote joint responsibility.**

Maternity and paternity leave		
	2021	2022
Maternity leave	13	5
Paternity leave	36	36



IT IS VERY IMPORTANT TO KNOW THE OPINION, VISION AND MOTIVATIONS OF THE WORKERS IN RELATION TO THEIR PLACE IN ITURRI, AND HOW THEY FEEL.

New working conditions:
March 2022



17 For more information, see section 6.5 of this chapter.



Work disconnection policies

ITURRI continues to be committed to the proper education of its employees on when and how to communicate, considering that it is one of the most effective mechanisms to promote work disconnection policies, taking into account the different casuistry of each of the business activities.

We continue to maintain policies and awareness campaigns to ensure a more responsible and efficient way of sending communications:

- Recommendations on the mailing schedule.
- Use of tools to avoid sending e-mails on weekends.
- Mailing prioritization policies based on urgency/ importance.

Likewise, observations are made among the coordinators to create the discipline of respecting the schedules both in communications and in meetings, except when strictly necessary, such as managing time differences between the different countries of the organization or the emergency of an ITURRI's client.

Absenteeism

A total of 199,257 hours of absenteeism were registered during 2022.

Absence hours		
	2021	2022
Absence hours	162,368	199,257*

*These hours correspond to maternity and paternity leave: 26,896 hours.

6.4 Occupational health and safety

Health and Safety at work is one of ITURRI's main commitments, which is reflected in its Integrated Policy, through which the organization manages and carries out all its activities in a coherent and responsible manner, implementing an Occupational Health and Safety Management System and maintaining facilities that are safe, both for workers and for clients and interested parties.

ITURRI currently holds the **ISO 45001:2018 Occupational** Health and Safety Management System certification in its centers corresponding to ITURRI S.A. (parent company), Tulantex (technical clothing factory in Tangier, Morocco) and Protec Fire S.A. (Vehicle factory in Utrera), as well as the AEQT (Chemical Business Association of Tarragona) certification.

The organization has established high safety standards, which guarantee the development of industrial and commercial activity, ensuring that contractors, customers and people around the organization are exposed to the minimum risks to their health.

ITURRI's Management is aware of the vital importance of health and safety at work. For this reason, it is in a continuous search for new systems that ensure the integration of all processes in a coordinated and safe manner, with the objective of maintaining the highest standard of quality and efficiency.



50% OF ITURRI PERSONNEL ARE COVERED BY A CERTIFIED HEALTH AND SAFETY MANAGEMENT SYSTEM.

In this way, **50%** of ITURRI personnel are covered by a certified Health and Safety Management System, which is regularly audited by an independent entity. In the rest of the organization, even without such certification, the same rules, procedures and criteria of the **ISO 45001** certification system are applied.

Occupational Risk Prevention

ITURRI provides all new employees with a **Welcome Manual**, in which the preparation of new employees in terms of safety has a high priority within the overall presentation of the company. For this purpose, the existing rules, policies and procedures are detailed and a series of general instructions on occupational risk prevention are explained:

Prevention
Emergencies
Evacuation
Installation drawings

The development of the commitment to Occupational Risk Prevention has been reviewed during 2022, creating a **new policy for Health and Safety** based on:

- Provide safe and healthy working conditions for all persons with whom we have a relationship, aimed at preventing injuries and possible deterioration of health.
- Eliminate or reduce the risks of ITURRI’s activities, with technical, organizational and collective and individual protection solutions, according to the nature of the work.
- Ensure the Health and Safety of workers and other actors, such as suppliers and customers, both in ITURRI’s own facilities and in external ones.
- Investigate all accidents and incidents that occur in ITURRI, regardless of the severity, to analyze the root causes and implement the necessary measures to prevent recurrence.
- As part of continuous improvement, periodically review the prevention measures implemented to analyze their continuous improvement.
- Comply beyond legal requirements, following the highest international standards of Safety and Health.
- Encourage the participation of employees through the available communication channels.
- Evaluate the results of surveillance and the health of workers, to detect possible conditions arising from work, and act to reduce or eliminate risks.
- Training and awareness-raising for all employees.



ITURRI’s prevention model is organized based on respect for the specific legality of each country, as long as this legality guarantees the minimum required by ITURRI’s values and commitments to prevention, whose vision is to be a reference in Safety. At a global level, the most widespread management model is through each country’s own **External Prevention Services**, which ensures the participation of workers and the entire command chain.

Likewise, the will is to establish health surveillance policies that comply with and go beyond legal requirements and with the internal demands set by the organization, which establishes preventive health goals and objectives for workers.

On the other hand, the ITURRI **Corporate Intranet** constitutes a specific platform with an innovative methodology, which allows for the establishment of a specific training system on occupational risks for each worker. In this corporate Intranet, each employee associated to a specific delegation has the following information:

- Course on Corporate Social Responsibility SA8000.
- Risk assessments of the activities carried out in each delegation.
- Emergency and evacuation plans for each center.
- Occupational Risk Prevention Plans.
- Planning of preventive activities for each center.
- Course on specific risks according to the job position.

Improvements in Safety and Health at our facilities

2022 has been highlighted by a strong investment in new facilities and improvement of existing ones in various ITURRI activities, where, from the safety point of view, focus has been placed on several of the main sources of current risk: ergonomics, protection against noise, risks of explosive atmospheres (ATEX).

During 2022, the Utrera logistics centre reached 100% productivity. In order to fulfill our commitment to our customers, we have heavily invested in facilities, machinery and tools, which have had a significant impact on reducing the accident rate. The acquisition of safer and more ergonomic machines has notably contributed to the reduction of accidents due to musculoskeletal disorders in ITURRI.

At the Tangier garment factory, many investments have been made to adapt the work machines to make them more ergonomic and safer to use.

Hygienic risks such as noise have been taken into account. In those noisy machines, although with certifications required by law, modifications have been made to reduce their noise levels, thus improving the hygienic conditions of our workers. In addition to the improvements in the machines, the layout has been modified to further optimize the impact of the machines.

In addition, in the rest of the production centers, the focus is being placed on analyzing all the machines to be adapted to the workers, making them more productive, safer and more ergonomic so the physical impact is as minimal as possible.

In the Utrera Vehicle Manufacturing Division, a major investment has been made with the purchase of a new, larger, more modern and safer spray booth, in order to adapt to customer requirements, and to reduce the physical effort of our workers and improve hygienic conditions during vehicle painting work.

With regard to new activities within the Group, a new line of business has been started in the supply and recharging of self-contained breathing devices. With the arrival of this new service for our customers, a new workshop has been rented, fully adapted to the requirements of this type of activity.

Another focus of attention during 2022, which will continue in 2023, is the risk of falls at height, the proper use of ladders of all types in productive activities, analyzing each of the needs, as well as for the needs of lifelines, since the risks of falling at height is one of the main risks of some of ITURRI's activities.

Signage

With the latest regulatory changes that have taken place in terms of signage in the workplace recently, during 2022 all the emergency, first aid and evacuation signage in our delegations has been revised to comply with all these regulatory changes, improving, in addition to the type of sign, also the location, so that it is clearer and more intuitive for the team.

PPE management

ITURRI has a procedure to define the aspects related to the safe use and mandatory use of personal protective equipment (PPE) that have been deemed necessary to ensure the safety and health conditions of the company's employees or outsiders who may be exposed to certain risks.

In a first phase, the needs for the use of PPE are determined, which are caused by:

- The impossibility of reasonably eliminating the risk.
- Not being able to reasonably control the risk through technical measures or a collective protection system.
- The need to temporarily cover a risk condition which occurrence is circumstantial or temporary, or during the transition period until definitive protective measures are established.

Subsequently, PPE is identified based on the results of the risk assessment. In this way, the External Prevention Service indicates the PPE to be used in the risk assessment of each workstation, if it is not possible to eliminate or mitigate the risk in any other way.

PPE is then selected and purchased. The Purchasing Department analyzes the different options of equipment that meet the necessary requirements depending on the risk to be protected, and complying with the requirements of current legislation.

Finally, the PPE is delivered through the Logistics Department and the safety representatives of each center, who make the equipment available to the workers in those workplaces where it is necessary.



Training and awareness

As part of the **training** of new employees, a homogeneous risk assignment system has been implemented for each job position, through which a personalized plan is developed with the general, specific and center-specific risks.

In addition, the organization provides new employees with the following courses:

- Basic Level Course on Occupational Risk Prevention (50 hours).
- EPI Training and Certification Plan.
- Corporate Social Responsibility SA8000.
- Training in workplace risks by the External Prevention Service.
- Induction course on workplace risks by internal personnel.

The Sustainability area systematically sends a weekly electronic communication to senior management, coordinators and managers of the different work centers, as well as to the Center Managers and safety representatives. Through this communication, information is provided on work-related accidents that have occurred, including a description of the accident, the causes, actions and lessons learned to be considered. Through the command chain, the lessons learned are transferred to the entire organization.

Also, due to the nature of certain jobs, **courses** are given on an annual basis **for personnel who use the car as a work tool**:

- **Defensive Driving Course:** 8-hour theoretical-practical course on defensive driving, with three approaches: safety awareness talk given by a person with spinal cord damage from a traffic accident, theoretical training on the operation of vehicle safety systems and practice on a circuit. Training is given to the most at-risk groups such as commercial personnel.

ITURRI'S OBJECTIVE IS ZERO ACCIDENTS, AS IT CANNOT BE OTHERWISE, AND CONSIDERS INCIDENTS AND ACCIDENTS AS A VERY IMPORTANT SOURCE OF LEARNING, AWARENESS AND CORRECTIVE MEASURES. FOR THIS REASON, THE ACCIDENTS THAT OCCUR EACH WEEK ARE COMMUNICATED AND DISCUSSED WEEKLY WITH TOP MANAGEMENT.

Ergonomics program. Zero Injury

In 2021, the “zero injury” ergonomics program, which was already active in some centers, was reactivated and will continue to be extended to new centers in 2022. This program is carried out in collaboration with a company specialized in muscular injuries at work and how to avoid them. It has excellent results in muscle injury statistics, which was listed as one of the most important root causes of incidents/accidents.

The team has incorporated warm-up/stretching exercises for activities with musculoskeletal risks, hiring a physiotherapist for the most harmful activities, learning how to perform certain load-bearing and maintenance movements, etc. This project will continue through 2023.

Preventive Observations Program

This project, which has been improving since 2018, aims to make the organization’s employees much more aware of the environment around them, to refresh their knowledge of health and safety and to acquire and incorporate new learning, thus achieving the goal of zero accidents. To this end, a methodology of preventive observations is developed, following a cascade training system, starting with the training of senior managers who will involve their team in the information on safety issues.

The work methodology is based on the following principles:

- Acquire basic knowledge related to security matters.
- Improve in the ability to observe, see, talk about and analyze unsafe behaviors and conditions.
- Provide access to people under responsibility to determine their levels of knowledge of their risks and make them aware of the importance of a job well done.
- Recording and analyzing the observations made and effectively following up on the commitments made by the professionals.
- Confirm that the implementation of this system eliminates accidents, through the reduction of incidents.

During 2021, training sessions were resumed in the different company delegations. The conscious mutual observation provided by the Preventive Observations Program has given very good results, allowing us to give visibility for some unsafe conditions.

To boost the preventive observations program, in 2023 a contest will be launched in which the best preventive observation will be awarded, taking into account the type of observation and the risks that the preventive actions derived from the observation will avoid. The aim of this contest is to involve every worker even more in order to make the ITURRI Group a safer place to work.

Prevention has a legal nature that the company cannot and must not forget. Taking care of people also means that the company must guarantee knowledge of the legal repercussions that prevention has both in the chain of command and for the workers. For this reason, ITURRI also trains its workers in this aspect. During 2022, the External Prevention Service provided training on “Obligations and responsibilities in prevention for managers and supervisors”.



Health and Safety Committee

The organization has Occupational Health and Safety Committees in the companies of:

- Intercenter Committee: Iturri, S.A., Total Care, Textulan, CEE
- Vehicle Division Spain - Protec Fire
- Wilnsdorf Vehicle Division - Germany
- ITURRI Poland
- Tulantex - Tangier
- Iturri Brazil

FOR ITURRI, COMMUNICATING ACCIDENTS AND LEARNING THROUGH THEIR CAUSES HAS CONTINUED TO BE ONE OF THE MAIN KEY FACTORS IN AVOIDING THEM.

Coordination of Business Activities

ITURRI maintains, in a big part of its sessions of work and facilities, its own personnel in external facilities and external personnel in our own facilities. Ensuring the protection of these people, and legal compliance with RD 171/2004, of January 30, Article 24 of Law 31/1995, of November 8, on Occupational Risk Prevention and the Coordination of business activities is a point that over the years has been a focus of improvement.

During 2022, the last step has been taken by contracting a management service regarding the Coordination of Business Activities with the UCAE platform, which helps ITURRI and its contractors to correctly apply the CAE.

On this platform, ITURRI provides contractors the documents referring to the risks of the center, emergency and evacuation measures, documents that must be provided by law and that will help them to know what risks they must prevent and be trained to avoid any accident.

With the implementation of this platform, we guarantee efficient management for both contractors and ITURRI and prevent occupational risks for the workers of the different companies that intervene in the same work center.

Health Surveillance

In the year 2022, ITURRI wanted to make a significant leap in the management and application of Health Surveillance. The exhaustive analysis of the results of the medical examinations of the workforce, in collaboration with the Prevention Services of the different centers, has defined a communication and awareness plan for the workers. This includes giving them informative talks so that they know in depth what health surveillance is, and that they do not have the mistaken idea that it is only the medical check-ups that are carried out periodically, sharing the results of the annual health surveillance reports. Each of the parts and the indicators that appear in it have been explained, highlighting those that due to their high percentages in the negative aspects have made the company go deeper into them to improve them.

WE DON'T WANT TO DO MEDICAL CHECKUPS, WE WANT TO DO HEALTH SURVEILLANCE.

An example of this has been the results obtained on the hearing health of all personnel, not only those who are subjected to risks in their work activity. It has been seen that in many cases, the external and private activity, with the use of headphones, is damaging the equipment. For this reason, information campaigns have been launched on the risks, bad practices and measures that can be applied to improve and avoid risks to our hearing health.

Occupational accidents

For the accounting of occupational accidents occurring during the performance of the different ITURRI work activities, both accidents occurring to workers and incidents, without harm to people, and those related to facilities, machinery and tools or vehicles are taken into account.

The differentiation of criteria is established on the basis that during a labor accident a personal injury is produced and therefore medical assistance is necessary (Insurance Company) and, on the other hand, in the incidents no injuries are produced, or these are slight, and medical assistance is not necessary, but they must be taken into account and learned from, so that they do not end up in future accidents.

In this sense, during the year 2022, there have been a total of **118 accidents and labor incidents** (which include events without personal injury and events not categorized by the Insurance Company as occupational accidents). ITURRI considers that the learning taken from accidents and especially from labor incidents, is very valuable knowledge for the subsequent evaluation of the causes and adequacy of a safe working environment for all employees. **For ITURRI, learning from incidents is as valuable as learning from an accident, and for this reason it is treated in a similar way.**

In 2022 there have been a total of 83 accidents, shown below by gender in the table, and 35 incidents.

Occupational accidents				
	2021		2022	
	Men	Women	Men	Women
Accidents with sick leave	17	2	33	5
Accidents without sick leave	33	2	39	3
In itinere accidents	8	1	2	1
Fatal accidents	0	0	0	0
Total	58	5	74	9

Índice de frecuencia, incidencia y gravedad		
	2021	2022
Frequency index*	7.38	14.25
Incidence rate**	13.09	25.65
Seriousness index***	0.22	0.56

* The frequency index has been calculated according to the formula: (number of occupational accidents with sick leave / total number of hours worked) x 1,000,000. It expresses the number of occupational accidents with sick leave that occur per million hours worked.

** The incidence rate has been calculated according to the formula: ((number of occupational accidents with sick leave x 1,000) / number of workers). It expresses the number of accidents with sick leave that occur per 1,000 workers.

*** The severity index was calculated according to the formula: (number of working days lost due to occupational accidents with sick leave x 1,000) / total number of hours worked). It expresses the number of working days lost per 1,000 hours worked.

Investigation of occupational accidents

ITURRI's **Accident Investigation Procedure** establishes the method used to investigate unsafe behavior, incidents, accidents and occupational illnesses in order to ensure the identification, documentation, classification, treatment and notification of these incidents, as well as the management of the pertinent corrective or preventive measures. Thus, the objective of the **Accident Investigation Procedure** is to find out the causes that may have led to the accident or illness, eliminate or mitigate them and learn from them to avoid recurrence.

In this sense, a set of phases to be followed for occupational accidents are established:

- Internal communication of incidents, accidents, occupational illnesses and medical care of the worker, if necessary.
- Investigation of the incidence and establishment of actions.
- Notification of the accident to the relevant labor authority.
- Follow-up of proposed corrective or preventive actions.
- Treatment of unsafe behavior and installations.
- Assurance that the circle is closed: it is learned and corrected.

Occupational diseases

	2021		2022	
	M	W	M	W
Occupational diseases	0	0	0	0

THE OBJECTIVE OF THE ACCIDENT INVESTIGATION PROCEDURE IS TO ASCERTAIN THE CAUSES THAT MAY HAVE LED TO THE ACCIDENT OR ILLNESS, AND TO CORRECT THOSE CAUSES TO PREVENT RECURRENCE.



6.5 Training and professional development

ITURRI continues to be committed to the training and professional development of the organization’s employees. For this reason, it has continued to promote the **ITURRI Campus**, the continuous training tool for the organization’s employees. The People and Culture Department is also immersed in a digital transformation with the aim of continuing to evolve the employee experience in terms of e-learning training.

A TOTAL OF 26,920 HOURS OF TRAINING WERE PROVIDED.

Training Hours by Professional Category

Training hours by professional category						
Professional category	Men		Women		Total	
	2021	2022	2021	2022	2021	2022
Address	261	269	156	162	417	431
Commercials	1,434	1,615	495	511	1,929	2,127
Technicians	6,646	6,192	4,327	4,469	10,973	10,660
Support	1,303	1,373	1,564	1,346	2,867	2,719
Operators	5,630	7,538	4,249	3,446	9,879	10,983
TOTAL	15,274	16,987	10,791	9,933	26,065	26,920

The different **courses developed in 2022** are presented below, divided by category:

Skills

- **PMP project management:** oriented to ITURRI professionals who participate in projects with management profiles (Project Managers and Contract Managers in the supply chains of Vehicles, Clothing, Footwear and Fire Protection Installations) and where they obtain training that develops and structures the knowledge of Project Management Professional (PMP) of the PMI.
- **Leadership development program for managers:** course for managers on different team management tools:
 - Inspire teams from their best version.
 - Develop key leadership skills for the 21st Century.
 - Develop synergies between managers.
- **Crucial conversations:** given in 2022 for the Polish team, the objective of this course is for the student to develop a conscious, congruent, clear, direct and balanced communication style, whose purpose is to learn to communicate ideas and feelings or defend their legitimate rights without the intention of hurting or harming, acting from an inner state of self-confidence, instead of the state of limiting emotionality typical of anxiety, guilt or anger.

Tools and processes

- The **EXCEL** course for different levels and profiles
- Different training groups on **CANVA** design and presentation tool
- Data Analytics with **POWER BI**
- **FLATTERFLOW** basic training (for IT department)
- **PHOTOSHOP**

Product

- **Multiproduct webinar with MSA**
- **Head protection**
- **Assisted breathing equipment**
- **Portable gas detectors**

Sales

- **Mentored Marketing & Sales Automation program**

Sustainability

- **Sustainable purchasing** (integrating specifications, requirements and criteria compatible with the protection of the environment and society)
- **Carbon footprint and climate change**
- **Circular economy**

Health and Safety

- **Specific safety course for the metal sector**
- **Defensive Driving Course**
- **Fire extinguishing and first aid**
- **Forklift Training**
- **Chemical Products Handling Course**
- **Basic course on safety techniques and rescue maneuvers in height**

The company has an on-boarding training system adapted to the different risk profiles. In the list of the different risk trainings by job positions in safety matters, the complexity and diversity of ITURRI's activities can be seen.

PRL - Administrative warehouse	PRL - Cable and Hose Operator
PRL - Warehouse woker/cargatherer	PRL - Footwear Chain Operator
PRL - Customer Service	PRL - Shoe cutting operator
PRL - Forklift Operator	PRL - Laser cutting operator
PRL - Sheet Metal Worker	PRL - Wardrobe Cutting Operator
PRL - Commercial	PRL - Footwear sewing operator
PRL - Commercial Health	PRL - Garment sewing operator
PRL - Quality Control	PRL - Weaving control operator
PRL - Downtime Coordinator	PRL - Harness Sewing Operator
PRL - Aluminum Coordinator	PRL - Renting operator
PRL - Circuits Coordinator	PRL - Footwear Packaging Operator
PRL - EPF Coordinator	PRL - Laundry operator
PRL - Assembly Coordinator	PRL - Cleaning operator
PRL - Painting Coordinator	PRL - Ironing operator
PRL - Renting Coordinator	PRL - Mattress Renting Operator
PRL - Store seller	PRL - Screen printing operator
PRL - Electrician	PRL - Thermofixing - tape cutter - transfer operator
PRL - CAE Training	PRL - Heat sealing operator
PRL - Trainer	PRL - Painter
PRL - Guard	PRL - Delivery Driver
PRL - In-plant Renting	PRL - Renting Delivery Driver
PRL - In-plant Renting Leasing	PRL - ICI/LdV Maintenance manager.
PRL - Electricity Team Leader	PRL - Services Oil&Gas manager
PRL - Mechanical Team Leader	PRL - Warehouse Manager
PRL - Site Manager ICI	PRL - Footwear Chain Manager
PRL - ICI Project Manager	PRL - EPF Welder
PRL - Mechanic/ Hydraulic/ Welder	PRL - Plastic parts welder
PRL - Office	PRL - Site Quality Technician
PRL - Office + Visits	PRL - Vehicle Quality Technician
PRL - Custom Operator	PRL - Technician Inst./Mto. LdV
PRL - Stacker crane operator	PRL - Laboratory Technician
PRL - Labeling operator	PRL - Auto Scale Maintenance Technician
PRL - Safety, Maintenance and Emergency Operators	PRL - ICI Maintenance Technician
PRL - Embroidery machine operator	PRL - VCI Maintenance Technician
PRL - Broaching machine operator	PRL - Site Safety Technician
	PRL - Oil&Gas Services Technician

Languages

Alined with ITURRI’s international strategy and with the experience and development of the team in mind, ITURRI offers the option of being part of a continuous language improvement training program, which, together with their manager, the employee chooses the language most consistent with their development plan.

- German
- Czech
- English
- Spanish
- French
- Portuguese
- Italian

In the year 2022, ITURRI has managed a total of **172 students in language classes**. The students who remained in the course were evaluated to check the effectiveness of the learning. **81% achieved their initial goal**, the rest are currently still working on it.



Professional development

To ensure control of the professional development of new staff members, ITURRI has developed the follow-up protocol that includes:

- **Follow-up interviews:** as part of the on-boarding phase for new recruits, an interview is scheduled 3 months after their arrival in the organization to check how they have been integrated. Subsequently, a monitoring is carried out during the first year.

On the other hand, interviews are conducted with the rest of the organization, regardless of the time and stage in which the person is. The objective is to identify and anticipate unfamiliar situations to which a response is needed. The following topics are discussed during these interviews:

- Overall satisfaction of the person with his or her work situation.
- Sense of belonging to the company.
- Work demand (both in terms of volume and task demands).
- Support available (tools, collaboration).
- Control shown over their role (knowledge required or not).
- Relationship with the manager and with the team.
- Role perception.
- Future expectations and preferred positions to advance to.
- Matters related to the well-being and/or development and evolution of the person.

- **Strategic vision of the team:** an analysis of the team is carried out through different exercises that are carried out jointly and that, in an informal way, facilitate the drawing of conclusions on the strategy to be followed and the actions to be planned in each team.

- **Development Interviews:** allows to prioritize training through personal talks.

- **Exit Interviews:** helps to identify improvements that can be applied in different organizational fields, and favor talent retention.

Internships

There is also training for people who are not ITURRI employees in collaborative mode as apprentices, trainees, etc., reaching agreements with schools, town councils, people at risk of exclusion, etc. One example, at ITURRI in the Wilnsdorf Vehicle Division, (Germany) where a few people had the opportunity to join the training. A total of two apprentices were hired for the training year 2022, in the commercial and industrial sectors.



ENPS survey

In 2022, a survey has been conducted to request the Equipment Satisfaction Score (ENPS).

The objective of this study **is to directly identify the main levers of attraction of ITURRI as an employer**. A study linked to data from the current market and the socioeconomic moment (without forgetting ITURRI's strategy and values), has offered information to make decisions about how we attract, consolidate and strengthen talent (understanding it as that which makes people choose ITURRI, and continue to choose it as a place to work and give the best of themselves).

A total of **1,141 people** participated (**75.86% of the total target team**) from **Spain, Portugal, Morocco, Germany, Poland and Brazil**.

After analyzing the results, an action plan has been drawn up to continue promoting ITURRI's employer brand.

In addition, the company works on different cultural and teamwork initiatives:

- Every Friday, "The Team Coffee" is held, in which the directors have a fun and relaxed meeting between colleagues from different locations and departments.
- Team events to spend time together such as barbecues, tournaments, celebration parties and many other initiatives according to the date marked on the calendar.
- In June 2022, the pilot day of "Incorporations Day" was held to celebrate and welcome the new incorporations and to give them a group vision. Newly installed colleagues visit ITURRI's central facilities to experience a day of training and fun. This allows the new team to have a broad vision of ITURRI and increases their level of integration in the company. During the day, time was spent playing and learning about ITURRI and about the new colleagues.



6.6 Equality and diversity

ITURRI's Code of Ethics clearly specifies: "ITURRI avoids any type of discrimination based on age, sex, state of health, nationality, political opinions and religious beliefs of its interlocutors, in its relations with the parties involved, such as the management of people or the organization of work, the selection and management of suppliers and distributors, or the presentation of offers to clients, among others".

Equal opportunity is the essential principle that governs the proper functioning of employees, and any form of harassment or abuse in any of its manifestations is strictly prohibited.

Any person who feels discriminated against may make a request through any of the channels available for this purpose:

- People & Culture Department of the organization.
- Labor Relations or Legal Service of the company.
- Sustainability Area and/or the Social Performance team, personally.
- *ITURRI listens to you* mailbox, where the area with which the person wants to communicate can be chosen.

Upon receipt of the notice, the People & Culture department, together with the HR and Quality & Sustainability department, will examine the case and propose appropriate solutions after gathering all the information with the people involved/affected.

Following the study, the measures will be submitted to the General Manage. When appropriate, it will be discussed with the Compliance Committee.

**EQUAL OPPORTUNITY IS
THE ESSENTIAL PRINCIPLE
THAT GOVERNS THE
PROPER PERFORMANCE
OF EMPLOYEES.**



Equality Plan

ITURRI's first Equality Plan was drawn up in 2011, showing a firm commitment to establish and develop policies that integrate equal treatment and opportunities between women and men, without discriminating directly or indirectly on the basis of gender or on religious, belief, ideological or ethnic grounds, and promoting and encouraging measures to achieve and maintain equality in the organization.

Following this, and to continue to confirm this commitment, updates have been made in the Equality Plan.. These began in 2021, and have continued through 2022 following the renewal of the Equality Committee and the Social Performance Team, having been unified into a single team. The employee part has been selected by vote and the company part, selected by senior management. The team monitors compliance with the existing Equality Plan and has led during 2022 the develop-

ment of a new diagnosis and the consequent new Equality Plan, considering the legislative changes that are being implemented.

In this area, the objectives that the organization aims to achieve through its Equality Plan are:

- Integrating equal treatment and opportunities between women and men in ITURRI.
- To facilitate the reconciliation of personal, family and work life of the people who make up the organization.
- Prevent and take action in case of sexual harassment.

In the current Equality Plan, a total of **eight work areas** were established, which required a concrete effort on the part of the organization.

In each of the areas, the analysis carried out and the specific measures to be developed are detailed:

1 Access to the company

To guarantee equal treatment and opportunities for access to the company, avoiding possible cases of discrimination. In this case, the Organization undertakes to:

- Advertise job openings naming the position in both male and female.
- Analysis and review of the criteria used in selection interviews, adequacy of tests for men and women.
- To achieve a balanced representation of women and men in the different professional groups and in the company's management structure.
- Establish actions for the selection of women in positions where they are less represented.
- Equality of conditions between male and female candidates, choosing for the job position the candidate according to the gender less represented in such positions in the company.

2 Hiring

This study showed the differences between men and women in terms of job categories and positions, which groups had more female and male personnel, types of contracts and salary study for both gender, as well as the personnel who mainly requested reduced working hours.

- Priority in hiring will be given to company employees who have a part-time contract and wish to extend their employment contract to full-time.
- To create the Equality Agent figure in the company.

3 Promotion

Different points were studied, differentiating whether men were promoted more than women in each of the professional categories.

- Apply measures to encourage the promotion of women, helping to reduce imbalances and inequalities that, regardless of their origin, may occur in the company.
- Offering training courses to all employees on an equal basis to enable their promotion in the company.
- Inform, train and motivate women to participate in professional promotion processes. Disseminate promotion offers to the entire workforce, specifying the requirements and conditions of the job position.
- Study the cases in which the worker is overqualified with respect to his/her job position in order to offer him/her courses that favor his/her promotion to a higher position.

4 Training

The training courses provided in the company were analyzed from a gender perspective, taking into account the employee's position in the company and his/her academic qualifications.

- Provide equal opportunity training to the staff in general and, especially, to personnel related to the company's organization, in order to guarantee objectivity and non-discrimination.
- Development of computer tools to detect training needs, as well as statistical information to avoid discrimination.
- Creation of a virtual classroom for training via the Internet.
- Provide training during working hours.

5 Remuneration

The workforce was not discriminated against in this respect, although it was decided to closely monitor this aspect.

- To monitor payment equity.

6 Reconciliation of personal, family and work life

An analysis of society and specifically of the personal situation of ITURRI employees was carried out, analyzing family responsibilities, ages of children, number of children, cases of children with functional diversity and cases of personnel with dependents in their care.

- Ensure the exercise of work-life balance rights, informing and making them accessible to the entire workforce.

- To make entry and exit times more flexible in order to make school and daycare schedules compatible with the workday.
- Offer the possibility of accumulating breastfeeding hours.
- Do not establish limits on paid leave to attend medical appointments and to accompany minors and/or dependent persons.

7 Occupational health

The numbers and reasons of occupational accidents and absenteeism, from a gender perspective, were studied.

- Introduce the gender perspective in the evaluation of occupational risks.
- Promote working conditions that prevent sexual or gender-based harassment.
- Improve the rights established for women victims of gender violence, contributing to their protection.
- Conducting studies on occupational risk prevention in positions occupied mainly by women.

8 Communication and awareness-raising

The company's internal and external communication channels were analyzed.

- Review, correct and monitor the language and images used in communications for both internal and external use, in order to eliminate sexist language.
- Establish continuous information channels on the integration of equal opportunities in the company.



The follow-up and evaluation of the Plan is carried out by the Equality Committee, also designated as a Follow-up and Evaluation Commission, to interpret the points adopted in the Equality Plan and to evaluate the degree of compliance with it, both in terms of the objectives set and the actions programmed.

The Equality Plan, which is drawn up by the Group's head office, is applicable to the entire Group, and is analyzed in each case to determine whether there are exceptions to be taken into account, considering the country's current legislation and whenever it does not violate the company's values and Equality Policy.

Moral and sexual harassment protocol

The **Protocol of moral and sexual harassment** establishes the absolute prohibition of harassment attitudes as it is an attack on the dignity of workers. ITURRI's General Management is committed to regulating, through this Protocol, the problem of harassment at work, establishing a method for its prevention, through training, responsibility and information, as well as for solving claims related to harassment.

Among the main commitments included in this **Protocol on moral and sexual harassment**, the following stand out:

- The principles, orientations and guidelines contained herein shall be taken into account in the information provided to the company's managers so that they can adequately carry out the functions entrusted to them by this protocol.
- The company will conduct information campaigns to raise awareness of those aspects of the organization of work that affect the safety and health of employees.
- Guarantee the right of workers to denounce without reprisals.
- To guarantee an agile and fast action, being scrupulous with the protection of the privacy, confidentiality and dignity of the affected people.

Any employee who believes that he/she is being subjected to any form of harassment may report it to his/her superiors following the procedures described above. For reasons of rigor and security, the person concerned can make the complaint verbally in advance, however, it must be made in writing. The competent body to analyze the complaints and carry out the necessary actions will be the Personnel Department Direction. In addition, if the direct supervisor or person responsible for the delegation receives a report or complaint that

could be considered as harassment, it must be forwarded to the Personnel Department.

In this way, the Department, after becoming aware of the facts, will carry out an initial investigation, after which it will formulate one of the following actions:

- File the complaint, since there is no evidence to support it.
- Adoption of organizational, psychosocial and mediation measures.
- Initiation of a confidential information for the proper clarification of the facts.

If, as a result of the analysis and the actions carried out, the Personnel Department considers that there are indications of disciplinary responsibility, it may agree to initiate disciplinary proceedings, and may adopt any precautionary measures it deems appropriate.

For the determination of disciplinary responsibilities and their correction through sanctions, it will be developed the precepts established in the Protocol on moral and sexual harassment, the applicable Collective Agreement and the specific regulations for cases classified as harassment.

**IN THE 2022 FISCAL YEAR
THERE HAVE BEEN NO CASES OF
DISCRIMINATION IN ITURRI.**

7
RESPECT FOR
HUMAN RIGHTS

As part of its commitment to Corporate Social Responsibility, ITURRI has the **SA8000** certification, a standard based on international labor principles and rights in accordance with the International Labor Organization, the Universal Declaration of Human Rights and the Convention on the Rights of the Child, and which includes nine areas of application:

Child labor
Forced and compulsory labor
Health and safety
Freedom of association and the right to collective bargaining
Discrimination
Disciplinary measures
Working hours
Remuneration
Management System



The scope of the certification in Spain includes all of ITURRI S.A.'s company centers, composed of the headquarters, its logistics warehouses, nine sales offices, its emergency and fire fighting vehicle maintenance factory and the clothing rental center. This covers all the activities carried out in these centers, including the personnel on mission for the customer assistance centers:

- Sevilla Central
- Coslada
- IMS - Alcalá de Henares
- Barcelona
- Tarragona
- Las Palmas de Gran Canaria
- Puertollano
- Bilbao
- La Coruña
- Gijón
- Valencia/Castellón
- Renting-Mairena del Alcor

In 2022, **progress has been made at the ITURRI military footwear factory in Huelva to integrate it under the umbrella of SA8000 Certification**, taking advantage of the fact that during 2023 the three-year cycle of this certification will close and there will be a recertification.

The Tulantex technical and workwear factory in Tangier, Morocco, also has this certification. During the year **2022, the external recertification audit was carried out after the three-year cycle**. Unlike other certifications, SA8000 “starts from scratch” in its recertification audits, so it is a great opportunity to review all issues from the prism of an external company and correct blind spots and improve beyond the legislation itself.

If in the past years, due to the pandemic, a high priority was given to everything related to Health and Safety at Work, in order to ensure the integrity of the health of people, the activity and society, **in 2022, priority has been given to ensuring compliance with human rights, and environmental and social policies throughout the value and supply chain**. The return to on-site audits has made it possible to strengthen this control and establish partnerships for improvement, with ITURRI acting as a driving force.

The SA8000 certifier, SAI, through its auditing company SGS, has carried out **external audits of ITURRI’s centers, both in Spain and Tangier, as well as of clothing supply chains in Morocco and Spain**. ITURRI has given extreme importance to these audits carried out by a third party on Social Responsibility. **The results of the external audits have been very positive, and have allowed us to continue improving communication and the equal application of Social Responsibility policies to all the Centers, while respecting the culture of the country.**

ITURRI manages the nine areas of application of the SA800 standard as follows:

Child labor

ITURRI prohibits all personnel from participating or approving the employment of children in the company, and also requires all its collaborators not to hire children. In this case, periodic visits will be made to audit these aspects of hiring, with emphasis on subcontractors of production processes such as clothing.

If any case is found, action should be taken as follows:

- If the employment of children is discovered, child or minor labor shall be stopped immediately, and the person who figured it out shall inform the Labor Relations Department of the name and department where the child was working. Under no circumstances shall the child be kept on the job, regardless of the investigation or analysis being conducted.
- The Labor Relations Department has the responsibility to cooperate with other departments and employees to verify the true age of the employee. This verification is based on methods such as direct interview with the employee, identification card, birth certificate or even asking for help from the employee’s hometown. In addition, also check the level of education, temporary location and the department where the employee is working.

By ascertaining the true age, if it is really a minor:

Regarding the work of CHILDREN:

- It will end its activity immediately and the Department of Labor Relations together with the Management will take appropriate measures to analyze why this situation has occurred and put the appropriate means to prevent recurrence. ITURRI will collaborate with the means it can for the schooling of the child.

Regarding the work of MINORS:

- The director of the Labor Relations Department should discuss with the head of the department in which the employee is working and assign him/her to a suitable job.
- Any ITURRI GROUP employee must observe in their visits to suppliers or collaborators’ facilities any non-compliance with child or forced labor requirements. In the case of observing a behavior that goes against the objective of this procedure it must communicate, by the means contemplated in ITURRI.



During 2022, ITURRI has collaborated with dual vocational training educational centers, allowing some workers to carry out internships in their facilities. These internships are carried out with all the control required by law with respect to the schedules and activities that these minors can develop in the exercise of their training in factories.

Forced labor

Regarding **forced or compulsory labor**, ITURRI establishes in the Protocol that the practice of forced labor is not permitted and for that the Sustainability Department must ensure that:

- The company does not have personal documents such as a passport.
- No deposit is requested from employees.
- The families of the workers are free to visit them.
- The organization does not oblige employees to work overtime, unless it is voluntary and agreed.

Any ITURRI employee who observes a non-compliance with child or forced labor requirements during visits to the facilities of suppliers or collaborators, must report it by the necessary means to the Purchasing and Sustainability Department.

Freedom of association and the right to collective bargaining

ITURRI establishes that freedom of association and the right to collective bargaining is a human right that consists of the free availability of individuals to formally constitute permanent groups or legal entities aimed at achieving specific purposes.

In this sense, ITURRI does not currently have a trade union, but fully respects the right of workers to form such a body or join an external one. Thus, for the negotiations between the staff and the Management, the employees have the Health and Safety Committee and the Social Performance Team.

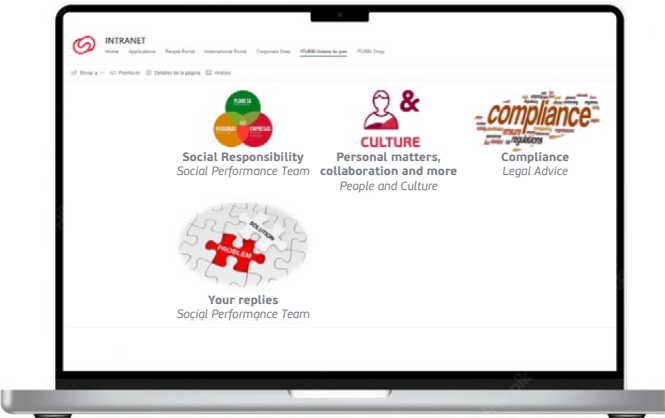
The organization does not allow any type of discrimination towards those who decide to join or belong to any association. In addition, depending on availability, it will provide spaces such as meeting rooms and other means needed to carry out the relevant meetings for the development of the negotiations.

The year 2021 was the year of renewal of the Social Performance Team in Spain, and 2022 of its positioning as an entity to detect social risks in the organization, communicating and working with management and senior management in the resolution of detected deviations.

An example of this line of collaboration has been the significant changes in the work calendar approved for 2023, allowing a greater reconciliation of personal life, considering the casuistry and the globality of ITURRI's activities.

Another function carried out by the Social Performance team in Spain has been its role in reviewing the company's existing Equality Plan. This draft can be approved and registered during 2023.

The use of the ITURRI *Te escucha* mailboxes has been strengthened as a communication channel, publishing on the company's intranet the complaints collected and the responses to these complaints, as part of a policy of transparency and collaboration.



The Social Performance team in Spain participates in the internal audits carried out in each of the centers in Spain by the Sustainability Department. In this type of audits, personal interviews are conducted with workers randomly chosen by members of the team, so that social risks can be detected directly, maintaining the confidentiality of the process and ensuring the protection of workers.

On the other hand, in the Garment factory located in Tangier, there is a Performance Team with similar functions and that considers the required country's culture and cultural level. In this case, there are physical mailboxes for workers who do not have access to electronic mailboxes. The conclusions and resolution of the cases are given by a public address system, so that the entire staff is involved in the proposals for improvement and support of the worker. The confidentiality process is guaranteed within the team and under the supervision of the Corporate Sustainability Management.

DURING THE YEAR 2022, ITURRI HAS NOT RECEIVED ANY COMPLAINTS ABOUT HUMAN RIGHTS VIOLATIONS. THE CASES REPORTED IN THE MAILBOXES TO THE SOCIAL PERFORMANCE TEAMS HAVE ALWAYS BEEN DISCUSSED OPENLY WITH THE AREAS INVOLVED AND IMPROVEMENT PLANS HAVE BEEN ESTABLISHED.



Respect for Human Rights in the supply chain

ITURRI as part of its **Supplier Approval Procedure** requests from the supplier company its certifications in Quality (ISO 9001), Environment (14001), Health and Safety (OSHA 18001 or ISO 45001) and Social Responsibility (SA8000), as well as its Data Protection policies and/or corresponding Certificate (ISO 27001).

In the event that the supplier company does not have SA8000 certification, a questionnaire is sent to the company to be completed with questions related to respect for human rights. For example, in relation to commitments not to hire underage workers, the guarantee of the right of association and collective bargaining or the existence of non-discrimination measures. In addition, the supplier or subcontractor company provides and signs a document of commitment to the principles established in the SA8000 standard.

In this way, ITURRI ensures that the supplier and subcontractor companies with which it works comply with minimum requirements in terms of non-employment of child labor, rejection of forced or compulsory labor, health and safety, respect for the right to freedom of association and collective negotiation, among other aspects.

Likewise, ITURRI carries out on-site Social Responsibility audits of its suppliers' factories. These audits are carried out by the Sustainability Department itself, or if necessary by personnel from the Purchasing and/or Technical Department who have received the tools to incorporate Social Responsibility issues in the approval of suppliers that they carry out.

As mentioned in the NFIS 2021, the period of the pandemic has been a catalyst for deepening and increasing the requirements for sustainability audits. The concept of Sustainable Procurement has acquired a very relevant importance in the commitment of companies, taking a significant step in the requirements along the entire value chain, which guarantees more unequivocally the compliance with the standards, beyond the guarantees of the Certifications.

For this reason, the **number and scope of social audits** has been **increased and broadened**, reinforced by the contracting of external companies, especially in supply chains located in countries considered to be at risk or activities that may be particularly critical.

For this reason, ITURRI is **developing a project to improve its Sustainable Procurement management, which began in 2021 and will continue until 2023**. These audits with criteria E (Environment), S (Social), and G (Governance) give a high priority to the assurance of human rights.

On the other hand, just as ITURRI is becoming more demanding in the verification and scope of Sustainable Purchasing and the guarantee of compliance with international Workers' Rights Standards, ITURRI's clients are also increasing their level of demand.

In 2022, it's highlighted the collaboration between a German client and ITURRI to verify the application of the **new Due Diligence in the Supply Chain law approved in Germany**, which comes into effect in 2023. ITURRI has been audited in ESG terms by this external company, during a process that began in 2022 and ended in 2023, with the highest levels of demand in the Northern European market and in application of this new law.

In this sense, ITURRI is preparing to face the future "Directive on Corporate Sustainability Due Diligence", currently in the final phase of approval by the European Parliament and the Council of the European Union.

ITURRI INITIATED A PROJECT TO IMPROVE ITS SUSTAINABLE PROCUREMENT MANAGEMENT THAT WILL HAVE ITS CONTINUITY IN 2023.

Risk assessment

Within the framework of the SA8000 standard, ITURRI has a risk assessment to ensure compliance with Human Rights with a level of exigency, critical spirit and continuous improvement.

The table below shows the Human Rights risks, with the valuation and the impact they may cause, meaning the degree of importance on a scale from 0 to 10:

Risk description	Valuation	Impact
Increased accident rate in 2019	Important	5
Deficiencies in accident reporting and in the correct medical examination of workers according to their risk assessment	Moderate	3
Lack of a standard PPE delivery protocol at Group level	Important	5
Difficulty in keeping records of worked hours	Moderate	3
Approved and evaluated suppliers that do not comply with SA8000 principles	Moderate	3
Lax legislation on risk prevention in some countries.	Moderate	5
Building modifications without considering safety or environmental risks	Moderate	3
Trainee accident	Moderate	3

Given the variability of ITURRI’s activity, as well as the countries where it extends its supply chain, ITURRI’s risk assessment is placed in the most unfavorable assessment and impact, understanding that this is where it must fundamentally focus its resources to expand the application of Social Responsibility.

The following assessment is based on the types of activity and countries with the highest risks, and not on the average or the centers with the greatest implementation of Social Responsibility.

The representatives of the workers, who were selected as Social Performance Teams, participated in the updating, identification and evaluation of the social and labor risks of the organization and collaborated in the planning of actions to minimize the risks identified during the process. The ITURRI Social Performance Teams in Spain and Tangi-

er (Morocco), aligned and coordinated by ITURRI’s Sustainability Management, serve as a source so that good practices and learning can be transferred throughout the organization between the two teams, as a model of adaptation to the different cultures and realities that ITURRI has throughout its organization and activities in the different countries.



Social Responsibility Training

Continuous training in Corporate Social Responsibility continues to be part of the preparation that the team receives when they join ITURRI.

Within the training for new incorporations, the practice of taking a course is maintained in which they are informed of the objectives of the SA8000 standard as well as the specific requirements of the nine areas of application to which ITURRI is responding. In addition, broader concepts on Corporate Social Responsibility, international frameworks and the main reference documents are included.

ITURRI Listening

In addition to the Social Responsibility mailbox, associated with the Social Performance Team and the monitoring of employee rights, ITURRI has a number of mailboxes that employees and external collaborators can use depending on the nature of the communication.

These mailboxes can be accessed through the ITURRI intranet, by means of different QRs available in the offices and in the mailbox on the web. It is the worker himself who decides to whom he wants to address it.

With the new Compliance Law, this scheme is being adjusted to the new regulations and the new Compliance Committee that has been formed.



Internal Communication Channels

- **Corporate Compliance Channel**
With access from the ITURRI Intranet, this channel allows any consultation on compliance with legal norms and internal regulations, ethical codes and any other type of legal or financial advice associated with the organization. It is received by the Compliance Committee.
- **Canal People and Culture**
Through this channel, ITURRI's internal personnel can address any need related to their personal circumstances, relations with superiors, colleagues, collaborators or external personnel, matters related to collaborations, or any other subject that follows this line. It is received by the People and Culture area (Human Resources).
- **Corporate Social Responsibility Listening Channel**
With access through the ITURRI Intranet, this channel allows any consultation on compliance with Corporate Social Responsibility regulations, as well as issues related to SA8000. All queries are received and analyzed by the Social Performance Team and the Sustainability Management.

External Communication Channels

ITURRI makes available to any person outside the company a channel for queries or complaints through its website and QRs available at its different locations. This channel will be picked up by the new Compliance Committee.

In this way, ITURRI maintains different fluid and organized communication channels to respond to the different queries or incidents that may arise within the organization.

8

FIGHT AGAINST
CORRUPTION AND
BRIBERY**Measures to fight against corruption, bribery and money laundering**

The following are the actions carried out by ITURRI in terms of Compliance and Code of Ethics:

- Year 2014: implementation of a Code of Conduct and Responsible Practices, which established the criteria for action of ITURRI members in the performance of their professional responsibilities.
- Year 2016: implementation of a Criminal Compliance Program within ITURRI, approving a "Protocol for the Prevention and Detection of Crimes" and designating a single-person body for the supervision and control of criminal risks.
- Year 2022: ITURRI has promoted the above Program through its revision, with the aim of adapting it to the regulatory changes that have occurred in recent years, deepening the identification, analysis and evaluation of the Organization's criminal risks and, in general, achieving the evolution of the Program towards a Criminal Risk Management System. For this reason, ITURRI has proceeded to review the Organization and Criminal Risk Management Model it already had in place, and has tried to make it evolve towards a risk management system. To this end, a Code of Ethics has been approved:

To this end, **a Code of Ethics has been approved:**

- It includes ITURRI's commitment to compliance with current legislation, which is required both for its employees and for all those with whom ITURRI maintains commercial or professional relations.
- The configuration of the compliance body has been modified in order to create a collegiate body called the Compliance Committee. The Committee oversees compliance with the law and internal regulations, as well as preventing the commission of risks through controls. It also manages ITURRI's communication channel, as will be explained below.

Compliance policies and procedures implemented at ITURRI

ITURRI has drawn up and implemented various Policies and Procedures aimed at risk mitigation. The most relevant are listed below:

Body of criminal risk supervision and control
(Compliance Committee)

As the body in charge of the compliance function. For the purpose of delimiting its functions and establishing its operating regime, a **“Statute of the Compliance Committee”** was approved, which includes, but not limiting, the following functions:

- Advice to the Administrative Body on the implementation, operation and needs of the System.
- Issuance of reports to the Administrative Body on the operation and compliance of the system being implemented.
- Supervision of system operation.
- Management of the Communication Channel in accordance with the provisions of Law 2/2023, of February 20th, regulating the protection of people who report regulatory violations and anti-corruption. In the aforementioned channel, available on the ITURRI website, it can be reported breaches of the law, internal regulations, suspected criminal offenses or non-compliance with ITURRI’s internal regulations.
- Conducting internal investigations of communications received in accordance with the Procedure for Conducting Internal Investigations.
- Communication to the members of the Organization of the risks, policies and procedures aimed at mitigating the risk.
- Management of economic, material and personal resources assigned to the Compliance function.
- Development and supervision of training actions.
- The Committee is appointed by the Administrative Body of ITURRI, S.A. for a term of one (1) year, which may be extended, without the need for express agreement of the Administrative Body.

Code of Ethics

According to the minutes of October 27th, 2022, the Code of Ethics of the company ITURRI, S.A. and the companies that make up its industrial group was approved on that date.

The Code of Ethics includes, among others, the mission, vision and values of the Organization, the purpose of establishing a culture of compliance aligned with the highest standards of ethical and transparent behavior.

General Compliance Policy

Which includes the governing body’s zero tolerance to the commission of a criminal offense within ITURRI.

Identification, analysis and evaluation of the criminal risks

To which the Company is exposed.



Other Compliance Policies and Procedures

- Policy of good practices in tax matters.
- Hiring policy for employees and executives.
- Conflict of interest management policy.
- Public and private corruption prevention policy.
- Intellectual and industrial property protection policy.
- Policy for the use of technological means and devices.

Contributions to foundations and non-profit organizations

In the **2022** financial year, ITURRI has continued to make considerable financial and material contributions, in some cases, to foundations and non-profit organizations.

The following is a detail of the economic amount allocated:

- Contribution to foundations: 56,902 euros
- Contribution to non-profit entities: 486,133 euros¹⁹

18 In the case of material donations, the cost of the product has been accounted for and converted into an economic amount.
19 The contribution to non-profit entities in 2021 was 191,174 euros.

With regard to foundations and non-profit entities, below is the list in which ITURRI has made a contribution throughout the 2022 financial year. The economic and social consequences due to COVID-19 and the Russian invasion of Ukraine, mainly, have caused ITURRI to considerably increase its contributions, compared to 2021.

Financial contributions

CEAR (Spanish Commission for Refugee Aid)

Spanish Red Cross

San Sebastián Parish (Seville)

Poor Clares of St. Clare Convent

Spanish Caritas

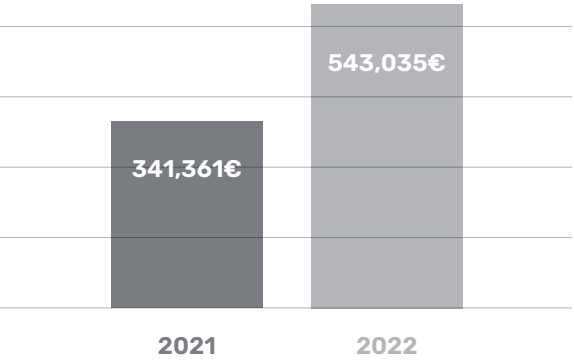
Barefoot Carmelites

Material Contribution (COVID products)

San Francisco Solano Volunteer Firefighters (Argentina)

CEAR (European Commission for Refugee Aid)

In total, the contributions in 2021 and 2022 have been:



9

COMMITMENT TO SOCIETY



9.1 Sustainable development

ITURRI develops its business model following **Corporate Social Responsibility** criteria that involves social and environmental commitment in the development of its activities and for the benefit of all its stakeholders.

ITURRI's mission, vision and corporate values, intrinsic to the company's identity, are centered on client orientation, collaboration and teamwork, enthusiasm and commitment, integrity and the constant search for innovation. All of this to protect people and their environment with innovative, efficient and sustainable solutions to contribute to a safer world, a philosophy that has been with the company for 75 years.

ITURRI strengthens its social commitment through sponsorship, patronage and social action activities, carried out by the company or channeled through collaboration with social organizations.

Likewise, ITURRI encourages and promotes the collaboration of its employees with organizations of social interest in those places where it operates, through, among others, **corporate volunteer programs**.

The Sponsorship and Patronage Committee, in accordance with internal regulations, is the body authorized to approve any contribution for sponsorship, patronage or social investment programs.

In short, ITURRI's staff carries out its activities promoting the social and environmental sustainability of the company, as a way to responsibly create value for all its stakeholders.

Helping society

All for Ukraine

Solidarity bracelets have been made and sold in Spain, Germany and Poland. All the proceeds were fully donated to organizations that help the Ukraine people. In addition, ITURRI donated the same amount collected by the team. As in other actions shown in this chapter, the initiative was carried out together with the Spanish Commission for Refugee Aid and the logistical support of GLS.



SOLIDARITY BRACELETS
In difficult times, solidarity can save us. Thanks to your donation we will be able to address the most urgent basic needs of people who are leaving Ukraine and seeking refuge in Spain.
Let's achieve together that the reception in our country is the best for them.



Donation of footwear

Donation of 4,900 pairs of shoes, worth 29,000 euros, for refugees arriving in Spain in different parts of the country. The company GLS collaborated with ITURRI by donating the transport.



Donation of 2,000 pairs of sports shoes to the NGO Bulanda del Congo.



Agreement with CEAR

Signing of an agreement with the Spanish Commission for Refugee Aid to promote the hiring of people arriving in Spain as refugees. This began with the incorporation of an ukrainian person in the People and Culture department of the ITURRI Group.

Support for people with disabilities

Placement of donation boxes in some ITURRI facilities for a solidarity collection for the Ande Carmen Sevilla II Foundation, which is dedicated to the care of people with highly affected mental disabilities. It also served to support an initiative that consisted of offering a charitable breakfast during the Christmas season.



ITURRI has collaborated with many social organizations, as examples:

Carre Foundation	3rd Age Hogar Santa Teresa Jornet
Sisters of the Cross	Father Carlos Carrasco
FUNDOMAR Senior Residence	Sierra de Seguras - 3 rd Age Residence
Cameroon Mission	Segura de León - 3 rd Age Residence
Social Canteen	Infanta Luisa ICU Hospital
Ande Foundation	Calera de León Cooperative
Llars D' avis Alfou Del Sant - Senior Citizens Residence	

Organization and participation in knowledge-sharing events

ITURRI participates and organizes acts, events, congresses and other forums for the exchange of information and knowledge, to give visibility to its activity, establish cooperative alliance and promote learning. All of this with the focus on the importance of people and facilities' safety and on sustainability and innovation.

Safety Day - [De]construction

The event organized by ITURRI in June 2022 in Poland served as a platform for knowledge sharing, discussion of current challenges in occupational safety and the exploration of innovative solutions. The event underlined the need to [de]construct and redefine values in the context of a changing world. At the same time, it drew attention to sustainable development and responsible approaches to the challenges ahead.



VII Edition of the Occupational Safety and Health Awards

The award for best PPE, PRODUCT OR SOLUTION goes to ITURRI, for its new ITURRI Prexer thumb exoskeleton, developed and manufactured for the prevention of thumb osteoarthritis or rhizarthrosis. This ergonomic solution, easily adjustable, protects against one of the most common musculoskeletal disorders (MSD) in industrial sectors, such as the automotive industry. The Prexer exoskeleton, in its small size, combines three clear usability advantages: prevention, protection and comfort.



Conference on New Technologies in Ergonomics

ITURRI participated in the UGT event in Catalonia, where a practical workshop was held with all the exoskeleton solutions. These are used to mitigate musculoskeletal disorders at work, as it is one of the leading causes of accidents at work.



SEMES 2022

UN Medical participated in the XXXII SEMES National Congress in Vigo presenting the latest ITURRI healthcare solutions.



Organization and participation in knowledge-sharing events

SEDEXPO 2022

ITURRI participated in the International Security, Defense and Emergency Fair, where it had the opportunity to show its solutions and products for emergencies, from fire fighting and sanitary emergency vehicles to fire fighting robots.



Alliances

Alliance between the ITURRI Group and the company Rodríguez López Auto (RLA)

The ITURRI Group has agreed with RLA to acquire a majority stake in the company. The objective of this important strategic alliance is to be the international vanguard of medical transport and to exchange technological and external growth synergies.

With this agreement, ITURRI multiplies its commitment to Spanish health, complementing its range of solutions with the knowledge and experience in the manufacture of RLA ambulances. Thus it will continue, together with the Galician group, adding value to society in the safety and health of people and their environments in an innovative and sustainable way: end users, health and patients will be the focus of future developments.



20 More information at the [National Institute of Statistics](#).

Dual Professional Training Alliance

In 2022, the unemployment rate in Spain for men under 25 was 28.9%, and for women 30.8%, both very high compared to the rest of the EU-27²⁰. This is why training is so important and, in this sense, ITURRI joined the Alliance for Dual Professional Training. With this it wants to contribute its grain of sand in the education and training of young people, opening a gateway to industrial companies.



Alliances

ITURRI and the Textile and Fashion Observatory: together, towards more sustainable production

ITURRI, aware of the challenge facing the textile world and Sustainability, and of the importance of progressively advancing towards a more sustainable production that reduces negative externalities, is a collaborating partner of the Textile and Fashion Observatory , as a measure of collaboration and strategic alliance with the aim of seeking solutions for textile waste. The Observatory is the unique interlocutor entity to transfer to the Public Administrations the challenges of the sector and to negotiate the necessary European funds.

21 Para más información del Observatorio, consultar aquí.

Local community development

ITURRI seeks and promotes local community development through its activities, open communication and mutual support.

Partnership and sponsorship actions

For ITURRI, the relationship and collaboration with the community and stakeholders is part of its values and the way it understands its activity. For this reason, it maintains constant communication with them. Associations are important players and, for this reason, ITURRI collaborates with them with the aim of helping to promote the social development of the local community. In 2022, the associations in which ITURRI is affiliated are:

- APTB - Professional Association of Fire Technicians
- AESMIDE - Association of Contracting Companies with the Public Administrations of Spain and Other States
- AENOR - Spanish Association for Standardization and Certification
- CESUR - Southern Businessmen’s Circle Association
- ASEPAL - Association of Personal Protective Equipment Companies
- SERCOBE - National Association of Capital Goods Manufacturers
- Aitex - Association for Textile Industry Research
- INESCOP - Footwear Technology Center
- AEC - Spanish Association for Quality
- APD - Association for the Progress of Management
- Business and Financial Club of Andalusia
- Circle of Health
- ARCE
- Ecovadis
- RePro
- AIMPLAS (Plastic Materials Research Association)
- AECOC (Association of manufacturers and distributors)
- Innovative multi-sectoral business partnership for smart cities
- Andalusian Association of Family Businesses
- Spanish Firefighting Association
- Observatory of the textile and fashion sector

Regarding sponsorships:

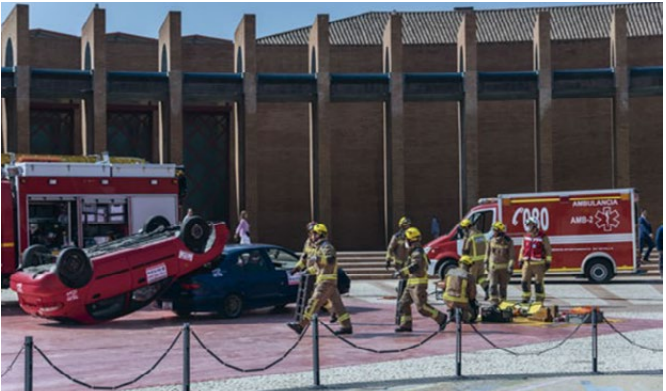
Collaboration with SPUTNIK

The private, non-profit SPUTNIK Foundation aims to promote entrepreneurship, ambition, idealism and love for science and technology as tools to build a better world among young people. To support this objective and the progress of young people, ITURRI is a collaborator and sponsor with an annual amount of 10,000 euros.



FIRECA 2022 Conference

This conference, promoted by the Seville City Council, aims to bring together rescue and emergency agents (teams, services and vehicles) to improve road safety and road rescue. It contributes to enhance the means and knowledge of professionals who ensure the safety of citizens affected by traffic accidents and other similar accidents.



APTB (Asociación Profesional de Bomberos de España)

It is a non-profit organization that brings together more than 500 fire department professionals. It is a member of the FEU (Federation of Fire Officers of Europe) and the OBA (Organization of American Firefighters).

Its activities include actions aimed at the population, with training activities on fire prevention and response. These events are mainly focused on teaching children and families the measures to be taken to avoid fires at home, school, public places, among others, and how to act if a fire finally occurs.

APTB also carries out the Fire Prevention Week²², aimed at all audiences, but with the main focus on children between 8 and 12 years old, with an annual attendance of about 250,000 children throughout Spain.



I Conference on Forest Fires and Natural Hazards

ITURRI participated in and sponsored the event in which, over two days, various personalities and experts related to the protection of the environment participated, and in which debates were also held. Juan Francisco Iturri, CEO of the ITURRI Group, spoke about two major challenges for the next 50 years: whether the model of democracy and freedom prevailing in much of Europe will be maintained, and the serious impact of climate change²³.

²² The XVIII edition will be held in 2023.
²³ More information about the Conference [here](#).

Regarding sponsorships:

Collaboration with the magazine
“Incendios y Riesgos Naturales”
(Fires and Natural Hazards)

The mission of this publication is to share the fundamentals, challenges and lessons learned in the fight against forest fires and other emergencies in the natural environment. Aimed at all Spanish-speaking countries affected by global problems related to the phenomenon of climate change, and that are looking for different strategies to become more resilient.



X Andalusian Congress of Environmental Sciences

Congress organized by COAMBA - Association of Environmentalists of Andalusia, which brought together various public and private entities and of which ITURRI was honored to be a sponsor. In the technical session on Circular Economy and Waste Management, ITURRI spoke about the integration of sustainability and circularity in the different processes and lines of business of the company.



9.2 Outsourcing and suppliers

ITURRI has a wide network of suppliers that provide different types of services and products. All of them are evaluated through an approval system that the company requires of its collaborating companies, and which includes criteria of respect for people, the environment and other interested parties, in the same way that ITURRI does.

It is very important for the company to find partners with whom to maintain a close, honest and mutually beneficial relationship. The company aims to offer solutions for product distribution, product logistics and other services that add value to the supply chain.

If, in addition, the company’s partners share its concern for innovation and development in its market, the result of this union will allow them to achieve differentiation and uniqueness for greater customer satisfaction and loyalty.

Approval system for supplier companies

During 2022, an ambitious project was initiated, which continues during 2023, for the implementation of **Sustainable Procurement policies and procedures** in the traditional supplier and supply chain approval process.

ITURRI wanted to meet the global movement to significantly improve the approval processes with greater consideration of social, environmental and governance aspects. Although these three aspects are already considered in the traditional form of approval, the requirements have become more extensive, the documentation and tests requested are substantially more weighty and guarantee a better classification of each supplier considering

ESG risks, the implementation of measures to be taken and a better follow-up of the corrections or improvements made, also helping to carry out a tractor effect throughout the entire value chain.

To do so, a pilot project was carried out during the year with a team that received training from a specialized company, a new risk map was designed, as well as new criteria and approval mechanisms for social, environmental and governance aspects. Considering the criteria of activity and geographical areas with more risks, the Footwear and Apparel business lines have been selected. The lessons learned and best practices will be transferred to the entire organization by 2023.

Social audits have also been carried out in Brazil, Morocco and Asia, and ITURRI has also been sub-

ject to this type of audit by some of its customers, with very satisfactory results and with good learning and improvement opportunities for the entire value chain, from our customers to our suppliers and supply chains.

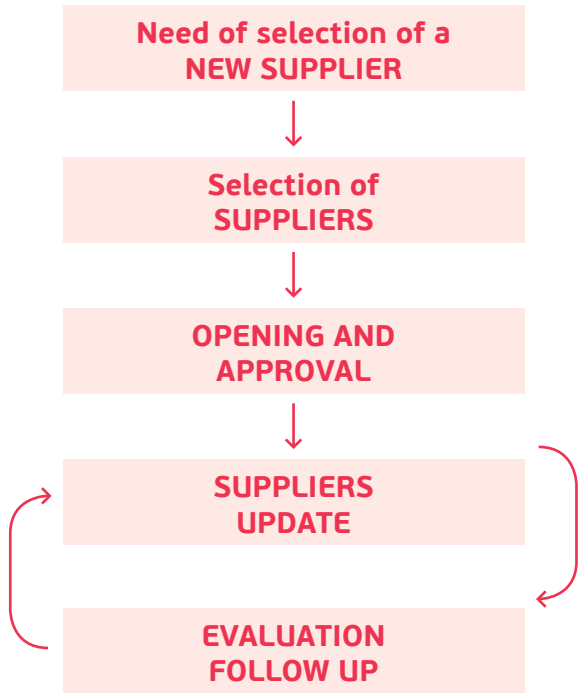
As a result of this pilot project, a new Sustainable Purchasing Policy has been drawn up for the entire Group, defining the commitments and the Vision with which we wish to participate in the improvement of our customers' supply chain and, at the same time, act as a driving force and example for the improvement of our own supply chain.

The dynamics and steps marked on the homologations of ITURRI suppliers are as follows.

Before the end of the year, the list of preferred suppliers for 2022 is requested from the different departments, indicating the value (%) accumulated for the year by quarters. On a quarterly basis, all buyers are informed of the SES approval status.

At the end of the year, the final situation of the SES is indicated and a new list of suppliers is requested for the following year.

The supplier approval process follows the steps below:



1 Request to the supplier of the documentation for the approval and communication of ITURRI's Integrated Policy and General Purchasing Conditions.

According to the new risk map and ESG criteria questionnaire, the steps to approve a supplier can be extended to a more exhaustive document audit by third parties or by ITURRI's specialized team, or the performance of a social audit with ESG criteria.

Analysis of the information received from the supplier and its evaluation. In this case, the supplier is classified into one of three different categories: suitable, suitable under surveillance and not suitable. The first group includes those suppliers that either have ISO 9001, 14001, OHSAS 18001 and SA8000 certifications or that are not certified, but that adequately complete the evaluation form and obtain the minimum required score. For example, in the case of clothing and footwear, ITURRI sends the questionnaire to the supplier companies and asks them questions related to the Management System in quality, health and safety, environment and Social Responsibility.

The group suitable under surveillance contains those suppliers that do not have the requested certifications, but have signed commitments and obtained a score above the minimum (50 points) in the evaluation questionnaire. Likewise, suppliers that have committed to the improvement action plan have a progression of compliance with the milestones set in time and form.

Finally, the not suitable group includes those suppliers that do not submit the required documentation, do not have any certification, do not fill out the requested evaluation questionnaire or do it incorrectly, or do not adhere to the improvement plans defined by ITURRI to correct the deviations considered essential and necessary.

2 Opening of the supplier, if applicable.

3 Follow-up and re-evaluation of approved suppliers and definition and follow-up of improvement action plans. In the case of approved suppliers, the documentation is reviewed on an annual basis and the supplier is asked again for that documentation that has expired. In relation to suppliers under surveillance, ITURRI will develop a surveillance process for a maximum period of one year. This monitoring procedure consists of defining an Improvement Plan aimed at compliance with the requirements of the Quality, Environmental, Risk Prevention and Social Responsibility Management Systems.

4 De-approval of suppliers, if necessary. The company will process the de-approval of those suppliers that either the action and follow-up plans are not showing signs of improvement, or that, in the follow-up of the required documentation, have been classified as ineligible, or that are occasional suppliers and have no activity.

To regulate all these aspects, ITURRI has a **Purchasing Plan** that has the objective of knowing and following up on suppliers, establishing a purchasing policy in accordance with the needs and strategies of the company, in order to improve quality and reduce supplier incidents. The purchasing policy and its follow-up is carried out by analyzing supplier evaluations, working on continuous improvement, considering the company’s needs, marketing plans and general guidelines.

Security and Transparency in the Supply Chain



9.3 Consumers

Complaints and claims management

Regarding the customers and consumers complaints and claims, depending on the seriousness, they are handled directly by the contract managers (Business Operations) or by the sales person assigned to the customer. There is a matrix of criteria that determines what type of “deviation” it is through the **QRS (Quality Record System)**, a tool developed for ITURRI on an online Sharepoint.

In general, the criterion is that any customer complaint must go to the QRS and the managers, to whom the complaint has been received, enter the specific case in the QRS application for processing.

ITURRI understands that if the client or consumer has had an incident with any of the company’s products, it is because the internal controls have failed and that, therefore, the incident should be considered serious and resolved through the Quality Record System (QRS).

This system has been developed based on the criteria of:

Customer satisfaction	Repetitiveness
Product quality	Amount
Security	Deadline

During the year 2022, a total of **32 claims or complaints** from consumers and customers have been registered in QRS and managed through the system.

As we have already seen, there is an anonymous mailbox “**ITURRI listens to you**” for ITURRI collaborating personnel, for companies where ITURRI personnel are carrying out activities, or anyone who accesses through the web. The web page was put into operation during 2020 and since then is receiving communications of different kinds which are transferred by the Sustainability area to the areas involved. Since the end of 2022, this mailbox has also been managed by the new Compliance Committee.

This mailbox allows any type of complaint, claim, suggestion or comment to be made anonymously through its web page.





About the customer's voice program

Customer satisfaction and feedback from relevant stakeholders, as in previous years, continues to be at the forefront of the Management Guidelines and, therefore, of the entire organization.

The sources for direct customer listening and measurement of customer experience and satisfaction are:

- Surveys of purchasing, safety and/or production managers of customers in general where we measure NPS.
- Product/service specific surveys upon delivery or completion of a product/service (Vehicles, Maintenance)
- Satisfaction surveys to end users of ITURRI products/services.
- Personal interviews conducted by ITURRI senior management with those responsible for purchasing, safety, customer sustainability.

During 2022, the process has finished its systematization and is perfectly implemented, with all the Business Units participating and with the leadership of each of their directors. This means that the involvement and active response of each of these Units to the client is fast and with a broad willingness to improve towards the demand of what the client or end user is needing from a supplier such as ITURRI.

Additionally, a new space has been created on the intranet to bring the voice of the client closer to all areas of the organization.

In 2022, the number of surveys, classified by population and target audience, have been:

- NPS survey of INDUSTRY customers in 5 countries: 882 customers.
- NPS survey of DEFENSA customers: in Spain and Portugal.
- NPS survey of EMERGENCIAS customers in 7 countries: 159 customers.

On the other hand, ITURRI attaches great relevance to listening to the end user of its products, as a very important source of product improvement. To this end, and aligned with its customers, in 2022, surveys have been carried out in customers of:

- Clothing and footwear
- ITURRI Shop

Consumer health and safety measures

ITURRI contributes to and guarantees the safety and health of its clients and consumers in all its products. For this reason, with each launch of a new product, a form is filled out following the Canvas model, by means of which an analysis of the potential risks of the product is carried out.

ITURRI markets and manufactures a great diversity of products related to safety, as an example of the measures taken by the company to guarantee the health and safety of consumers, such as the specific case of PPE (Personal Protective Equipment) clothing.

The personal protective clothing, before being launched on the market, is verified by a certifying company, which reviews the application of the European Union Regulation 2016/425 of the European Parliament and of the Council of March 9, 2016, which establishes the essential health and safety requirements to be met by Personal Protective Equipment.

IN ADDITION, ITURRI INCLUDES IN ALL ITS PRODUCTS; MAINTENANCE LABELS, COMPOSITION LABELS, INFORMATIVE BROCHURES, DECLARATIONS OF CONFORMITY, ETC.

Another example to highlight related to the safety of ITURRI products is its investment in developments to ensure that the forestry vehicles used by firefighters are the safest on the market. The cabins of the vehicles are the most protected place in case the forest firefighters face potentially dangerous situations. At present, ITURRI has systems in the vehicles to face the main risks that the crews of forestry vehicles may encounter:

- Entrapment
- Problems with smoke generated in fires
- Overturns
- Difficulties in communications

The Health Product Import License has been extended both for the import of new products (clean air sanitary pajamas) and for new storage facilities in the new logistics center in Utrera.



LICENCIA SANITARIA PREVIA DE FUNCIONAMIENTO
DE INSTALACIÓN DE PRODUCTOS SANITARIOS

PS/MSTRP

9.4 Tax Information

Profits obtained

Below are the profits obtained by the different ITURRI companies during **2022**, before the payment of taxes in the different countries where it is located.

Profits obtained in Spain	
2021	2022
23,338,733€	10,773,503€
Profits obtained in England	
2021	2022
423,286€	105,735€
Profits obtained in Portugal	
2021	2022
1,628,204€	1,539,823€
Profits obtained in France	
2021	2022
-215,369€	143,795€
Profits obtained in Poland	
2021	2022
1,086,333€	408,900€
Profits obtained in Germany	
2021	2022
1,666,247€	186,507€

Profits obtained in Morocco	
2021	2022
676,960€	589,015€
Benefits obtained in Brazil	
2021	2022
-685,664€	260,766€
Benefits obtained in Argentina	
2021	2022
466,340€	-988,894€
Benefits obtained in Chile	
2021	2022
27,030€	82,489€
Benefits obtained in Colombia	
2021	2022
-1,828€	3,997€
Benefits obtained in Panama	
2021	2022
0€	0€
Benefits obtained in Ecuador	
2021	2022
2,043€	9,345€





Taxes paid on profits

In relation to taxes paid on profits of the different ITURRI companies, the taxes paid by the different countries in 2022 are shown.

Taxes paid on profits in Spain	
2021	2022
3,960,926€	3,459,432€
Taxes paid on profits in England	
2021	2022
85,805€	3,013€
Taxes paid on profits in Portugal	
2021	2022
370,152€	356,475€
Taxes paid on profits in France	
2021	2022
0€	0€
Taxes paid on profits in Poland	
2021	2022
269,454€	111,756€
Taxes paid on profits in Germany	
2021	2022
-243,545€	18,041€
Taxes paid on profits in Morocco	
2021	2022
172,609€	152,560€

Taxes paid on profits in Brazil	
2021	2022
0€	0€
Taxes paid on profits in Argentina	
2021	2022
143,785€	-259,058€
Taxes paid on profits in Chile	
2021	2022
0€	0€
Taxes paid on profits in Colombia	
2021	2022
1,286€	1,399€
Taxes paid on profits in Panama	
2021	2022
0€	0€
Taxes paid on profits in Ecuador	
2021	2022
2,905€	4,689€

**PUBLIC SUBSIDIES
RECEIVED IN 2022: 216,309€**

10

TABLE OF CONTENTS

The following table of contents includes the contents required by Law 11/2018 of December 28 on non-financial information and diversity, following GRI Standard 2021. In addition, it was also included those indicators or aspects that GRI does not include in order to comply with the Law.

LAW 11 /2018	Reporting criteria	Section
General aspects		
a) A brief description of: The group's business model , which shall include its business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	2-1 Organizational details	2.1
	2-2 Entities included in the organization's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-6 Activities, value chain and other business relationships	2.3
	2-9 Governance structure and composition	2.2
	2-23 Policy commitments	2.4
	Organizational objectives and strategies	2.4 , 3.2
	2-29 Approach to Stakeholder Engagement	2.5
b) A description of the policies applied by the group with respect to such matters, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and verification and control, including what measures have been adopted.	2-23 Policy commitments	3.2
c) The results of these policies, including relevant non-financial key performance indicators that allow for the monitoring and evaluation of progress and that favor comparability between societies and sectors, in accordance with the national, European or international reference frameworks used for each subject	Indicators included in the Statement of Non-Financial Information in the economic, social and environmental spheres	Throughout the NFIS

LAW 11 /2018	Reporting criteria	Section
General aspects		
d) The main risks related to those issues associated with the group's activities, including, where relevant and proportionate:	Incorporation of commitments and policies	3.3
· its business relationships		
· products or services that may have an adverse effect in those areas	2-16 Communication of critical concerns	3.3
· how the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each subject.	3-2 List of material topics	4
· Information on the impacts that have been identified should be included, giving a breakdown of these impacts, in particular the main short, medium and long-term risks.	3-3 Management of material topics	4
	Main factors and trends that may affect the company's future development	4
e) Non-financial key performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards that can be generally applied and that comply with the EC guidelines on this matter and the GRI standards shall be used, and the national, European or international framework used for each matter shall be mentioned in the report. The non-financial key performance indicators should be applied to each of the sections of the non-financial information statement. These indicators must be useful, taking into account the specific circumstances and consistent with the parameters used in its internal risk management and assessment procedures. In any case, the information presented must be accurate, comparable and verifiable.	3-1 Process for determining material topics	4
	3-2 List of material topics	4
	Indicators included in the Statement of Non-Financial Information in the economic, social and environmental spheres	Throughout the NFIS

LAW 11 /2018	Reporting criteria	Section
Information on environmental issues		
Detailed information on current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety, environmental assessment or certification procedures; resources devoted to environmental risk prevention; application of the precautionary principle, amount of provisions and guarantees for environmental risks.	3-3 Management of material topics	5.1
- Pollution: measures to prevent, reduce or remediate carbon emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	3-3 Management of material topics	5.1
	Noise and light pollution	5.2
- Circular economy and waste prevention and management: prevention measures, recycling, reuse, other forms of waste recovery and disposal; actions to combat food waste.	306-2 Wastes by type and disposal method	5.3
	Circular economy	5.3
	Food wastage	5.3
- Sustainable use of resources: water consumption and water supply in accordance with local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energies.	301-1 Materials used by weight or volume	5.4
	302-1 Energy consumption within the organization	5.4
	302-2 Energy consumption outside the organization	5.4
	303-5 Water consumption	5.4
- Climate change: the significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces; the measures adopted to adapt to the consequences of climate change; the reduction targets voluntarily established in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end.	305-1 Direct (Scope 1) GHG emissions	5.5
	305-2 Energy indirect (Scope 2) GHG emissions	5.5
	305-3 Other indirect (Scope 3) GHG emissions	5.5
	305-5 Reduction of GHG emissions	5.5

LAW 11 /2018	Reporting criteria	Section
Information on environmental issues		
- Biodiversity protection: measures taken to preserve or restore biodiversity; impacts caused by activities or operations in protected areas.	304-2 Significant impacts of activities, products and services on biodiversity	It is not a material issue
Information on Environmental Taxonomy	European regulation on sustainable investments	5.6
Information on social and personnel matters		
- Employment:		
- total number and distribution of employees by gender, age, country and occupational classification;	2-6 Activities, value chain and other business relationships	6.1
- total number and distribution of employment contracts,	2-7 Employees	6.1
- annual average number of permanent contracts, temporary contracts, and part-time contracts by gender, age, and occupational classification,	Distribution of the workforce by gender, age and professional category	6.1
- number of dismissals by gender, age and occupational classification;		
- average salaries and their evolution broken down by gender, age and professional classification or equal value;	Total number and distribution of employment contract modalities	6.1
- pay gap		
- the remuneration of equal or average jobs in the company,	Annual average by type of contract by age, gender and professional category	6.1
- the average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings systems and any other payments disaggregated by sex,	Number of redundancies by gender, age and professional category	6.1
- implementation of policies of disconnection from work,		
- employees with disabilities.	Wage gap and average compensation	6.2
- Work organization: organization of working time; number of hours of absenteeism; measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	Work disconnection policies	6.3
	Reconciliation measures	6.3
	Absence hours	6.3

LAW 11 /2018	Reporting criteria	Section
Information on social and personnel matters		
- Health and safety:	403-8 Workers covered by an occupational health and safety management system	6.4
- health and safety conditions at work;		
- occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by gender.	403-9 Work-related injuries	6.4
	2-4 Restatements of information	6.4
	403-10 Work-related ill health	6.4
- Social relations: organization of social dialogue, including procedures for informing, consulting and negotiating with employees; percentage of employees covered by collective bargaining agreements by country; the balance of collective bargaining agreements, particularly in the field of occupational health and safety.	2-30 Collective bargaining agreements	It is not a material issue
	Review of collective agreements, particularly in the field of occupational health and safety.	It is not a material issue
	Mechanisms and procedures in place to promote the involvement of employees in the management of the company, in terms of information, consultation and participation.	7
- Training: the policies implemented in the field of training; the total number of training hours per professional category.	404-1 Average hours of training per year per employee	6.5
- Universal accessibility for people with disabilities		It is not a material issue
- Equality: measures adopted to promote equal treatment and opportunities between women and men; equality plans (Chapter III of Organic Law 3/2007, of March 22, for effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility of people with disabilities; the policy against all types of discrimination and, where appropriate, diversity management.	Measures taken to promote equal treatment and opportunities for women and men	6.6
	406-1 Incidents of discrimination and corrective actions taken	6.6
	Protocols against sexual or gender-based harassment	6.6
	Measures taken to promote employment and occupation	6.6
	Policy against all types of discrimination	6.6

LAW 11 /2018	Reporting criteria	Section
Information on respect for human rights		
Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses; reporting of human rights abuses; promotion of and compliance with the provisions of the International Labor Organization's core conventions related to respect for freedom of association and the right to collective bargaining; elimination of discrimination in respect of employment and occupation; elimination of forced or compulsory labor; effective abolition of child labor.	406-1 Incidents of discrimination and corrective actions taken	6.6 and 7
	408-1 Operations and suppliers at significant risk for incidents of child labor	7
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	7
	412-2 Employees training on human rights policies or procedures	7
Information related to the fight against corruption and bribery		
Measures adopted to prevent corruption and bribery; measures to combat money laundering, contributions to foundations and non-profit entities.	Measures taken to prevent corruption and bribery	8
	Measures to combat money laundering	8
	Contributions to foundations and non-profit organizations	8
Company information		
<ul style="list-style-type: none"> - Company commitments to sustainable development; - The impact of the company's activity on employment and local development; - The impact of the company's activity on local populations and the territory; - The relations maintained with local community stakeholders and the modalities of dialogue with them; - Partnership or sponsorship activities. 	2-23 Policy commitments	9.1
	2-28 Membership associations	9.1
	202-2 Proportion of senior management hired from the local community	9.1
	Partnership and sponsorship actions	9.1

LAW 11 /2018	Reporting criteria	Section
Company information		
e) Non-financial key performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards shall be used that can be generally accepted in the industry and that meet the criteria of comparability, materiality, relevance and reliability.	2-6 Activities, value chain and other business relationships	9.2
	Inclusion of social, gender equality and environmental issues in the procurement policy	9.2
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	9.2
	Monitoring and auditing systems and audit results	9.2
- Consumers: measures for consumer health and safety; complaint systems, complaints received and resolution of complaints.	416-1 Assessment of the health and safety impacts of product or service categories	9.3
	Complaint systems, complaints received and their resolution	9.3
- Tax information: profits earned on a country-by-country basis; profit taxes paid and government subsidies received.	Profits earned and taxes paid on profits on a country-by-country basis	9.4
	201-4 Financial assistance received from government	9.4



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